



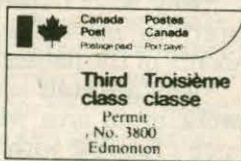
NEWS BULLETIN

VOLUME 8, NUMBER 6



NOVEMBER-DECEMBER, 1984

PRESIDENT'S REPORT



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*We fight our
own battles and
we make our
own decisions.*

In the winter of 1977, nurses in this province began organizing into a trade union. In the summer of 1977, nurses went on strike. We didn't even have our first annual meeting until the spring of 1978. We had another strike in 1980. Our third strike in 1982.

You might say we started off with a bang. And we've been going strong ever since. But we've always longed for a chance, to catch our breath — to have a break. We finally got our break this year, when we decided not to have a strike.

Did you miss it? The old adrenalin pumping. Holding our breath as we waited for the results of the vote. Making those crazy picket signs. The midnight phone fan-outs, picketing in ski-doo suits.

The rumours on the picket lines, the stories in the press — and keeping our sanity and solidarity by remembering our motto: "Don't believe it unless you hear it from the Union."

We certainly didn't miss the insults hurled at us — along with a few eggs now and then. And we didn't miss hearing other people's opinions on how a nurse should think, act or feel. Or how much a nurse is worth. Or what working conditions are good enough for a nurse. We learned to ignore those opinions. How would they know anyway. They're not nurses. They don't have to go to work in those conditions or live on those wages — we do.

Besides, I think we'll know when nurses are getting too much. That will be the day when they start hiring security guards to keep the nurses away from the hospital doors. Right now, they're too busy making laws to see that we don't escape. And you know and I know that the hospitals still can't fill all those vacancies all over this province.

We decided to have a break this year, and we've used this break to do some of the things we wanted to do but never had the time to before. We also had a chance to assess how well we're meeting the needs of the members — in the Union and in the contract.

The reports from the Grange Inquiry, the Taschuk case, the latest story from the Royal Alex, has forced us all to remember how unsafe hospitals are. Not only for the patients — but also for the nurses.

We shiver every time we hear of a nurse on the witness stand, left alone to explain how such a thing could happen. All of a sudden, the employer, the doctors, the other people who work in the hospital, recede into the background like bit players and the nurse is chosen for the starring role.

The nurse seems to be the only one held accountable, not only for her own actions, but for the actions of others — including the conditions that allowed the incident to happen in the first place.

There's something strange going on here. Where is the employer's responsibility in all of this? Isn't the employer supposed to be responsible to the public for the level of care provided in that hospital. At the bargaining table it's an entirely different story. There the employers tell us that *they* are the ones who are responsible to the public for the patients entrusted to their care. And they very jealously guard their management's rights to keep it that way any time we want to get it in writing, in the contract that:

- *nurses should have adequate amounts of proper in-service education;

- *nurses shouldn't be floated from their area of specialty to another area unless they have the proper orientation;

- *patients shouldn't be left alone on the floor with only one nurse;

- *someone should be in charge on all units at all times;

- *nurses should have the right to meet with management about their concerns for patient care.

The employers don't want to hear those things and they certainly don't want it down in writing that they would be required to do them. They say it's improper

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for the sailors to be telling the captain how to run the ship. After all, in the end it's the captain who's held accountable; isn't it?

When was the last time you heard about an employer being charged with murder? Or an employer on the witness stand answering these kinds of questions:

*why wasn't there enough staff to meet the requirements of the patients?

*why are staff assigned to work in an area where they aren't familiar with the medications, the equipment, the diagnosis of the patients and

provide walkie-talkies. I guess they didn't worry about how long the nurse takes to get back to the floor after she has been called.

Maybe they thought these nurses also have the special skills of being able to fly or maybe having the abilities of "Plastic Man."

At the Calgary General hospital the employer seems to think it's okay for a nurse to work alone in a coronary care unit, post-surgical unit or an intensive care unit. Because you see — it's not really 3 units. It's all one big unit.

Well, anyone who's ever seen this one unit — with its

and Christmas parties to linen supplies. They've argued about the name of the committee, the structure and the terms of reference when it's all written down in the contract — as clear as a bell. It's called the Professional Responsibility Committee, nothing else. Its purpose is to examine and make recommendations regarding the concerns of the employees relative to patient care. I don't know where the employers ever got the idea they could even have agenda items. The employers' only role on this committee is to provide acceptable answers to our concerns.

Oh yes. They also don't like the Professional Responsibility form we use when we want to report to them, in writing, when we're aware of unsafe conditions for the patients.

The Edmonton General hospital fired a nurse in 1980 when she did that because they didn't like the fact that she was so specific and named the patient and the doctor.

Unless it's changed, the practice at the Calgary General hospital is to put it on your personnel file if you make out one of these forms. Imagine that. It's considered unprofessional, and a potential for discipline, for nurses to alert the employers to unsafe conditions for patients. Why wouldn't they want to know?

They say it's really the form we use that they don't like. The standard response of employers across this province is: "Sorry, we don't accept that form." In fact at Rockyview hospital they're even considering how we can amend it to suit them.

That's like going to a restaurant and when the wait-

ly likely. Next I suppose they'll want us to amend our grievance forms, or perhaps UNA's logo or our red and white colours.

Of course they don't like the form. It's got several parts to it. And one copy goes to the Union — and somebody knows.

Of course they don't want the nurses to talk about their concerns for patient care at the Professional Responsibility Committee. Because minutes are taken and somebody might find out. They also don't like the fact that this article gives the nurses the right to tell the hospital board on them.

Management cares about patients... sometimes

Do you remember during the 1982 strike when the management at the Royal Alex hospital was telling the world, how concerned they were that unsafe conditions existed for the babies in the intensive care unit? Well, they didn't seem too worried this year when the nurses told them that unsafe conditions existed in the pediatric intensive care unit. It wasn't until the nurses decided to go to the board, and several months had gone by, before they agreed to address the nurses concerns.

Oh, management told the nurses not to worry — the hospital was behind them and they would be fully protected. They assured the nurses that "if feelings of vulnerability are eroding self confidence, those feelings should be set aside."

I wonder if that's the same thing management told that nurse who was on the witness

stand, in the recent fatality inquiry, from that same hospital.

Of course, employers don't want a written record of grievances, Professional Responsibility forms and minutes of the meetings that show what our concerns are. A record that shows the nurse did her job of reporting to the employer and the employer did nothing about it. A record that might come in handy if the nurse is ever cast in a starring role some day.

Think about it. The nurse is only responsible for the care she gives to the patients assigned to her for that shift. The employer is responsible for the level of care given to the patients on a 24 hour basis — every day.

Why wouldn't the employers want to know if something was interfering with that care — if there were unsafe conditions for the patients.

Because they might be expected to do something about it. And that something might cost money. And then they might not be considered effective managers of their departments for requesting more money. They might even lose their jobs.

Cover up and keep the job. But why do they think nurses would be willing partners in this conspiracy? What's in it for us?

What has the employer done for us lately? We didn't get a raise this year did we? We also didn't go on strike this year.

It may not be fair or just that any time nurses want improvements to our working conditions and wages we have to be prepared to take strike action; but it's a fact of life that the history of United Nurses of Alberta confirms.

In the winter of 1977, we never dreamed that we would actually have to go on strike. After all, we were "professionals". They told us how important we were, and hospitals were extremely short of nurses. Sound familiar?

We were in for a big surprise. We were on the picket lines like the other workers we thought we were a "class above". After 4 days of picketing in the rain, the government ordered us back to work.

Since we were used to doing what we were told then — we went back. But we were mad. They had told us how important we were — but they certainly hadn't put their money where their mouth was. We vowed things would be different the next time.

Continued on back page

Imagine that. It's considered unprofessional, and a potential for discipline, for nurses to alert the employers to unsafe conditions for patients. Why wouldn't they want to know.

the proper treatment for that diagnosis?

*why does your hospital have written policies that are so far removed from the practice that you say is okay?

If the courts aren't asking those questions we'd better start asking them ourselves and we'd better be satisfied with the answers.

Management tricks

In UNA hospitals we have a couple of articles in our contract to help us. We had to fight for both of them and the employers have been trying every trick in the book to take them away from us or to prevent us from using them properly.

It wasn't until we went on strike and stayed on strike for 23 days, and then spent several months in Tribunal Hearings, before we got the article in our contract that says a nurse can't work alone on a ward or unit. Since then the employer has been trying to convince us that a unit really isn't a unit and that a nurse really isn't alone.

One of their favourite tricks is to pretend that a unit suddenly disappears at night. They seem to believe that if a patient codes at night, it's different than a patient coding during the day. That you don't need one person to start the resuscitation and one person to call for help. That somehow it's okay for one person to do both. But they haven't told us yet how that is possible.

At Grande Prairie hospital they told the nurses on the pediatric floor to grab the child, and run to the phone. I guess they think those nurses have special skills, of being able to phone, resuscitate, and run — all at the same time.

At that same hospital and some other hospitals across this province, the employers seem to think that any life threatening situations that may occur in a patient are going to be automatically put on hold for 30 minutes — when each nurse leaves the floor to take her meal break.

The Grande Prairie solution to this problem was to

divisions of duties, walls, desks and corridors, would find it amazing that anyone would believe that it is one unit. But the employer thinks it is. At least it says so on paper.

A nurse is a nurse nurse is a nurse, and so is a janitor

At the St. Paul hospital the employer tried to convince the nurse that she wasn't really working alone because the janitor made rounds in the hospital and sometimes he stopped on her floor.

These employers aren't isolated cases. These tricks have been tried and some are still going on in hospitals all over this province.

Surely the employers don't believe that it is safe to leave 40 patients or even one patient alone on the floor with one nurse and no one to call for help. And surely employers don't think it safe that a nurse can work alone in an emergency department — particularly in the small hospitals. Because you know and I know the kind of trouble that can come through those doors at any time.

Of course they don't. The employer just doesn't want to pay the cost of having another staff person on that floor. Isn't that too bad? What do they think the money is provided to the hospitals for, if it isn't to ensure the care and safekeeping of the patients. Don't listen to their foolish excuses anymore. File a grievance. Make it their problem, not yours.

The Professional Responsibility Committee has been an issue in the 3 strikes of the hospital nurses and the health unit employers haven't even agreed to have it in the contract yet. Why would employers resist every effort the nurses are making to tell them about any concerns for patient care? You'd think they'd want to know.

In the hospitals the employer has wasted precious time at the meetings trying to get the nurses to talk about everything from evaluations

Of course they don't want the nurses to talk about their concerns for patient care at the Professional Responsibility Committee. Because minutes are taken and somebody might find out.

ress presents you with the bill, you say you don't accept it. What do you suppose she would say? "Sorry, I'll just keep fixing up this bill until its acceptable to you." Hard-

stand, in the recent fatality inquiry, from that same hospital.

Of course, employers don't want a written record of grievances, Professional Res-



ANNUAL MEETING 1984

November 6, 7, 8, 1984
Four Seasons Hotel, Edmonton, Alberta

UNA's Annual Meeting 1984 has set another record for attendance. The numbers of delegates and observers has continued to grow each year, a good sign of the strength of the union. More members want to be involved in important decisions about the organization's constitution and policies. The Annual Meeting is where delegates vote on where and how UNA will spend its money and set direction for the Executive Board for the next twelve months.

This year approximately one hundred more people attended than in 1983. The increase was so unexpected that the opening of the meeting on Nov. 6 was delayed while hotel staff rushed to arrange extra seating. The credentials committee reported 262 voting delegates and 99 observers registered.

Budget '85: Funding local presidents

The delegates had several important decisions to make especially regarding the 1985 budget. M.T. Caughlin, UNA's secretary-treasurer, made her finance and explain-



M.T. Caughlin

ed several of the issues she had had to consider when preparing the budget. The members had requested that funds be made available for presidents of small locals, for District Representatives to visit locals, for district committee people to attend district meetings, for board members to do board business and for the education of the general membership. Caughlin emphasized that the budget reflected the two priorities of funding members actively doing the business of UNA and funding for member education.

When the discussion came to the floor on the funding of small local presidents, several points were raised. In support, the feeling was mainly that the presidents should be recognized for the time they put in and the expenses incurred. As one delegate remarked, "we as a union are finally getting our act together and our presidents are going to be doing a lot more. We should recognize their work". As well, delegates felt that as a matter

of principle every member should be able to run for the position of local president. Having to volunteer her own time and money may in fact discriminate against members who cannot afford to take LOA's.

The delegates who did not support paid presidents of small locals said they would prefer the funds to be redirected to allow for observers to be sent to the quarterly executive board meetings. One local president expressed her own position; "I can't say I do all the work. If we could use the money in a general way, perhaps to send extra participants to workshops. And also, my executive works as hard as I do."

The result of the debate was that UNA will make a major financial commitment to recognize the work of local presidents. The breakdown is as follows: Locals with 1-99 dues payers are eligible to fund their president for a part time position of up to 7½ hours every two weeks; 100-199 duespayers up to 31 hours per month and; 500 or more duespayers up to 62 hours per month.

In addition, "Locals with 1-50 duespayers may make special application to divert funds normally set aside for the President, to be pooled with local funds for education purposes — criteria to be established by the Finance Committee."

Education '85

The other board report that stimulated discussion on the floor was from the Education Committee. Laurie Coates, Chair of the committee, explained the programs, structure and funding of UNA's labour workshops.

A few delegates suggested that the programs were not reaching the general membership and that rank and file members were not applying to attend because they expected to be "talked at" during the education courses. However, other delegates expressed the opposite concern. They said that the response to workshops is so good

among their members that they find it difficult to keep up with the demand. One local president said she has



Laurie Coates

had to double her education budget.

Several local presidents said the work of the education committee is indeed reflected in the activities of the local because local leaders are becoming more confident and more locals are processing more of their own grievances.

Constitution talks

One constitutional amendment that sparked a lot of debate was on the Extended Work Day. Previously, if nurses on a unit wanted to switch from an eight-hour shift to a twelve-hour shift they had to have the approval of 90% of the unit members. The proposed amendment was to reduce that approval to two-thirds. During debate the motion was amended to 80%.



Members who argued in favour of the reduction said that in small locals the 90% approval has literally meant that one person could impose her wishes and stop everyone

else from achieving the shift change.

One delegate voiced her frustration that in her small community the younger nurses are able to impose on the older nurses who are established community members. The younger nurses, who do not have families and who are not committed to remaining in the town, are making it extremely difficult for the unit to return to the eight-hour day.

The delegates who argued to keep the 90% majority stressed that switching to a twelve-hour shift is a major change and should therefore be allowed only with the approval of most unit members. As well, it was mentioned that in many cases it is management who wants changes in the shifts. If the vote is maintained at 90%, then management has to make 90% of their nurses happy with their proposed option. The hospital wants nurses to go on a shift option of benefit to the hospital in order to cut part-time work and reduce shift changes.

The motion was carried, so that now any change in work day schedules requires an 80% majority vote of the members on the unit.

The status of local 121 was changed under the constitution. Local 121 is comprised of three separate institutions all of which fall under the jurisdiction of one hospital board, and therefore 121 had been recognized as a single local. The change accepted by the annual meeting delegates provides that 121 be separated under each institution and will have delegate entitlement as though they were separate locals. The three unit presidents will comprise the executive of the major local 121. Refer to new constitution for all amendments.

Policy Positions '85

Several issues under policy resolutions generated lively debate over the three meeting days.

and encouragement in recognition of the solitary battle fought by Grant Notley to preserve and further the rights and dignity of all socially conscious Albertans".

The issue of joining Solidarity Alberta was a controversial one. The meeting decided that at this time the members do not have enough information to agree to affiliation and people were concerned about the cost involved — \$31,000. The motion was defeated. However, a large number of delegates were interested and enthusiastic to build a coalition of people to fight the government on behalf of workers and human rights in Alberta. One member voiced her opinion that UNA should break its isolation from the trade union community. A motion was passed that information on Solidarity Alberta be disseminated to the members throughout 1985. A notice of intent to join Solidarity Alberta at the 1985 Annual Meeting was given which ensures that the debate will come up again.

A motion on child care was carried. Child care funding will now be provided for members who attend a meeting of the UNA as a delegate. This means a meeting of the General Assembly.

Generally, the members held that UNA should recognize the position of women. Often a member cannot be involved in the union's activities because of the costs of providing additional child care. The funding is to cover costs above and beyond what the delegate's expenses would have been had she been at work.

Another policy that is important to note is, "That UNA's local leadership shall endeavour to conduct its business with management as directed in our Collective Agreements and shall endeavour not to deal with other management personnel."

This means that UNA will try to force the DON's to ex-



Education Programme: Local Administration Level II, SCD participants take on the role of local executive at a mock local meeting.



One was the allocation of \$1,000 to the Grant Notley Memorial Fund. Delegates voted in favour but entrusted the Executive Board to determine which particular fund would be most appropriate for UNA's contribution. The vote in favour was based on the "appreciation of support

ercise the powers that they have and build the importance of having a nurse in the position of DON. Too often the management personnel doing business with the local has no background or understanding of nursing and direct patient care.

Taking on the Challenge

Madame Chairwoman, delegates, I would like to thank you for the opportunity of once again addressing UNA's Annual Meeting. A meeting like this is particularly invigorating because it is so representative of the views of our members, in all parts of the province. And it provides quite naturally an opportunity to review what we have done over the past year and to consider together the challenges and needs of the year to come.

UNA wins its grievances

I would like to begin by reviewing our use of the grievance procedure over the past year. As we all know, but as we sometimes need to remind others, grievances provide the enforcement mechanism

we did not have a winnable case. And another 2 cases (1%) were lost at arbitration.

But 7 cases (10%) were won at or as a result of arbitrations, bringing our overall success rate, when combined with those grievances satisfactorily resolved, to better than 86%. We should be very proud of that record. It permits us, when encouraging a reluctant grievor, to point out that based on our record we have better than 6 to 1 odds in our favour.

That is, of course, if there are any reluctant grievors left.

Our Employment Relations Officers deserve a lot of credit for this success both in the advice they provide to locals and particularly in our tremendous success rate at arbitration. And our educa-



ceeded in significantly improving the contract language related to professional responsibility committees. Yet, in retrospect, it may be fair to say that we were not prepared, in 1980, for the challenge of PRC at every local. Our bargaining gains had outstripped our organizational readiness to make the most of new opportunities. Reluctant as I am to admit this, I believe that in 1980 we permitted the hospitals, and even the AHA, to get the jump on us with respect to dealing with PRC. They developed coordinated organizational responses and took an early initiative with proposed terms of reference and response strategies, at the PRC level, carefully designed to minimize the effectiveness of our union representatives on the committees. The AHA and the hospitals decided that they didn't want PRC's to be effective in altering the way hospitals were run.

We have spent much energy since 1980 in striving to catch up in this area. Our members do have the skills necessary to get what they want from professional responsibility committees. If we have a problem, it seems to me it is one of identifying appropriate issues and providing the collective will necessary to achieve our goals.

There are, of course, a number of concrete steps that we can take to address the needs of the professional responsibility committees in our locals. Some of these are steps which can be taken at the provincial level. First, we are placing continued stress on professional responsibility in our education programs both in the local admin workshops as well as in the professional responsibility level I. Within the next few weeks our professional responsibility level II workshops will be commencing providing an opportunity for consideration of PRC issues at an advanced

University, one of Canada's leading authorities on the organization of nursing work.

Thirdly we are establishing at provincial office a system of monitoring professional responsibility forms filed by UNA members. This system will see these forms monitored in the same way as grievances filed at the local level with follow-up and advice to the local provided by the employment relations officer staff on an ongoing basis.

These are steps which can be taken at the provincial level to provide you with information and support. But

the economic position of nurses.

Our concessions on economic issues in 1984 are, unfortunately, going to have serious long term effects. At the very least they will make the next round of bargaining more contentious. It's plain to see why by examining the impact of that settlement on real wage levels. The top rate for a staff nurse established after the 1982 strike, and historically the high point of nurses' earnings was \$14.15 per hour. Currently, the top rate is \$15.42 an hour, but the effects of inflation since Jan-

As we go into the next round of bargaining, we will need to achieve an upfront increase of \$2.00 per hour simply to be standing still.

Our excellent record of resolved grievances is built on activists like you conscientiously investigating each case and handling the difficult meetings, and sometimes disputes, with DON's and administrators.

of the collective agreement. The grievance procedure is needed to ensure that our collective agreements, in which we have all invested so much blood, sweat and tears, do not become mere meaningless pieces of paper.

I am happy to report that there does not appear to be much threat of such a loss. From September 1983 to August 1984 — 208 grievances were handled by UNA. There are some interesting conclusions we can draw from what happened to those cases.

First, all but 36 of the 208, or a total of 83% are now concluded. While we are all aware of delays and enormous costs associated with a grievance arbitration system — something the provincial government is directly to blame for — it is encouraging to note the high proportion of issues which are resolved before they go to arbitration. This means that in the majority of cases ultimate and positive resolution of contract disputes can be relatively speedy.

Of the number that have been concluded, 132 or 77% have been satisfactorily resolved prior to arbitration. That is an excellent record — in three-quarters of our grievances we obtain what we want or something close to it either at the discussion stage in the workplace or some time prior to arbitration.

Twenty-one (21) grievances were withdrawn (12%) usually due to the conclusion that

tion program, by concentrating on the basics of local administration and grievance handling also deserves much of the credit.

But don't forget to give yourself credit for this success as well. Our excellent record of resolved grievances is built on local activists like you conscientiously investigating each case and handling the difficult meetings, and sometimes disputes, with DON's and administrators. The contact you have with hospital administration requires a special kind of personal assertiveness and you deserve credit for it. Congratulations.

A short term goal is that every hospital local have a functioning, effective and accountable professional responsibility committee by this time next year.

Now let's talk about the professional responsibility committees. I wish I could be just as satisfied with our success in this area as with grievances. Unfortunately I'm not and I'm sure you're not either. We achieved a professional responsibility clause for the first time in our hospital agreements in 1980. This was achieved as a result of a difficult 10 day strike. And following the even more difficult 1982 strike we suc-

ceeded in significantly improving the contract language related to professional responsibility committees.

Secondly we are taking the initiative to address potential problems which will arise from the rapid and ill-advised introduction of patient classification systems in Alberta hospitals. Your Executive Board has established a patient classification research committee and has retained as consultant Dr. Marie Campbell from Carleton

our efforts can't stop there. I think it is reasonable for us to establish as a short term goal that every hospital local have a functioning, effective and accountable professional responsibility committee by this time next year. Not only would the achievement of such a goal provide us with an opportunity to combat the negative effects that provincial spending restraints have had on the quality of patient care, but such a system would also provide nurses with an avenue for having some direct say in what will undoubtedly be two of the most critical nursing issues of the next decade:

1. What will the work of nurses do?
2. Who will control the work that nurses do?

It is imperative that we be in a position to assert the validity of our answers to those important questions.

Building for the '86 contract

A year ago when we met we were in the midst of hospital bargaining. We had established a clear and unequivocal policy of non-participation in the process of compulsory arbitration introduced by Bill 44.

While I expect that no UNA member is entirely happy with our settlements this year, especially the economic portions, I believe there is room for some satisfaction to be found in the vindication of our position of "no truck or trade with arbitration" and the achievement of some significant long-standing goals. While our degree of strength and organization won us some major non-economic improvements, it undoubtedly remains true that economic breakthroughs will continue to require at least the possibility of strike action. I think it's important to stress at this time the absolute necessity of early preparation for next year's rounds of bargaining. Yes I know we just finished one round of bargaining, and that the hospital contract still has more than a year to run. But this year's low wage settlement, combined with rising prices and personal tax increases have contributed to a significant real decline in the economic position of nurses.

January 1982 have eroded this to the equivalent of just \$13.22 in 1982 dollars (nearly \$1.00 less than the January '82 rate.) The 45¢ wage increase coming up on January 1, 1985 will hardly begin to reverse this decline. And we can reasonably anticipate that by January 1, 1986 we would require a wage increase of close to \$2.00 per hour simply to catch up to where we were after the 1982 strike. That would be before obtaining a share of the economic growth achieved in Alberta in the intervening years.

In other words, as we go into the next round of bargaining, we will need to achieve an upfront increase of \$2.00 per hour simply to be standing still. And historically, UNA has not been interested in standing still. That \$2.00 would not represent any kind of breakthrough for our members, it would simply restore January 1982 wage levels. Naturally, if we were dealing with reasonable adversaries, we could expect to have such an amount included as part of the employers' opening offer. The reality, of course, is that we are not dealing with reasonable adversaries. History has shown that we are unlikely to get even that amount offered, unless we are prepared to fight for it.

Unless sweet reason suddenly takes up residence under the dome, (and don't count on it) we can expect to be in the midst of one very tough round of bargaining a year from today.

We must use the year we have to face our challenges realistically, assess our strengths and weaknesses frankly, and build our organization. Fortunately we do have the proven capacity to succeed at this kind of organizational challenge. But I stress, it is not too soon to make our members aware of the challenge that will face us a year from now.

Grant Notley: Losing a friend

Reflecting on past negotiations inevitably leads me to comment on the severe loss which UNA and the people of Alberta generally suffered less than a month ago. The

Continued on back page

ANNUAL MEETING '85 DIARY

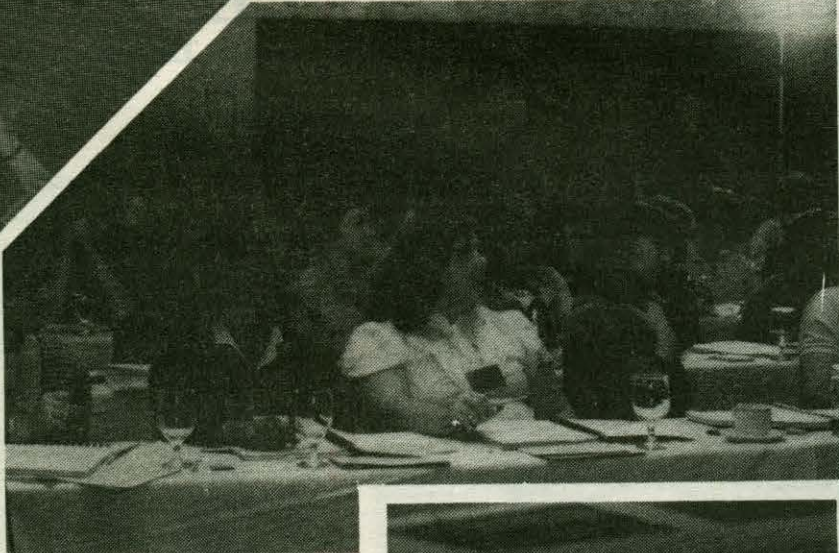
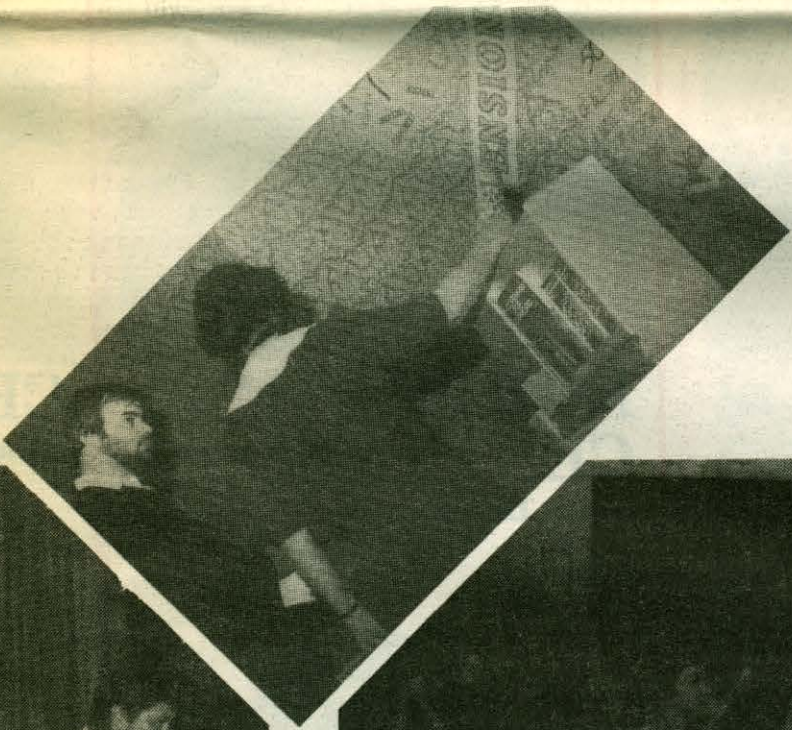


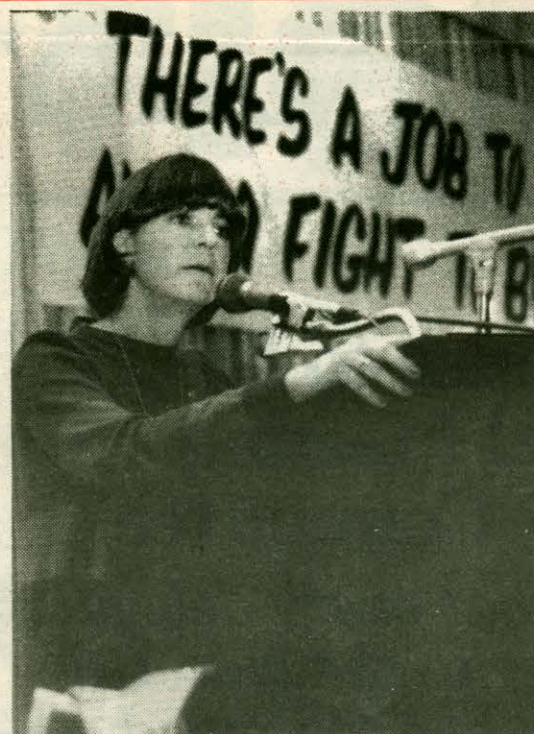
Accolades to the Annual Meeting Planning Committee!

We are sure that every delegate and observer to the Nov. 6-8 meeting would like to extend congratulations for a well organized convention.

Thank you for your hard work,

**TANIS BAKKE
BARBARA SURDYKOWSKI
HEATHER MOLLOY
KRIS GAWRELUK
THELMA LORENTZ
GERRY COOK**





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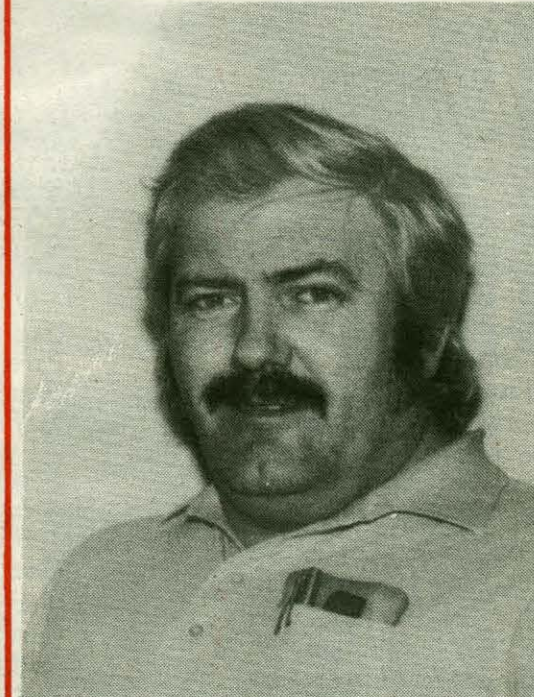
**SOUTH
CENTRAL**
Valerie Neish



**SOUTH
CENTRAL**
Laurie Coates



**SOUTH
CENTRAL**
Glen Fraser



SOUTH
Irwin Epp



SOUTH
Darlene Wallace

FIGHTBACK

UNA defends
the contract

Forced Retirement: UNA says age discrimination

by Dave Thomson

Warning! If you are a nurse younger than 45 or older than 64, your employer can retire you whether you like it or not.

That is the effect of a recent arbitration award in which UNA had grieved the compulsory retirement of a member. The hospital admitted that the employee was retired solely as a result of her reaching age 65. The board was asked to decide if the hospital could require the grievor to retire because she had reached age 65.

The hospital has a policy of compulsory retirement and had retired six people since the policy was instituted in 1971. The majority of the Board chose to ignore the evidence that none of

which, while allowing employers to establish a retirement policy, stated collective agreements could restrict or override such a policy.

Finally after ignoring that age is undefined in the collective agreement and therefore discrimination based on my age is prohibited, the majority usurps the role of negotiators. They state that:

To strike down the Hospital's Retirement policy would lead to the unsatisfactory result of requiring the Hospital to prove that an elderly employee was no longer competent to perform his or her job.

It is the task of negotiators to resolve problems in collective agreements and not that of arbitrators. Arbitrators have the task of interpreting the results of the negotiators work. The majority appear to have confused the roles.

Temporary Assignment Pay Clarified:

by Wendy Danson

A large urban hospital issued a policy stating that nurses replacing a unit supervisor during her absences for vacation, sick leave, conference purposes and other leaves in excess of one full shift would be paid only \$1.00 per hour in accordance with Article 16.01 unless they performed any of the major managerial duties associated with the unit supervisor's job.

The Union argued that a nurse replacing a unit supervisor during the latter's regular shift, Monday to Friday, days, should be paid \$1.50 per hour in accordance with Article 16.02(b), not \$1.00 per hour as in 16.01.

In a 23 page award, the Arbitration Board ruled in the union's favour and declared the hospital policy to be in violation of the collective agreement. The board found that replacements could not occur "on shifts other than Monday to Friday day shifts" because a unit supervisor is not on duty for those shifts. The board also determined that what duties were performed during the period of assignment was not "the proper test contemplated in Article 16.02(b)". Therefore, the board concluded that "once a nurse is appointed, because of the absence of a (unit supervisor), to be in charge and she performs, on a day-to-day basis the normal supervisory and nursing duties of the (unit supervisor), the nurse must be considered as having been assigned to "replace" the (unit supervisor)..., and if that assignment is for one full shift or longer, she is entitled to be paid an additional \$1.50 per hour in accordance with Article 16.02(b)."

We know that many Hospitals

are getting away without having to pay the full premium for nurses replacing their unit supervisors for one full shift or longer. This award makes it very clear that you are entitled to the higher amount. Be sure to investigate any situations where you are not receiving this.

New UNA Local in Consort

by Chris Rawson

As a result of an organizing meeting held in June the Labour Relations Board has issued a certificate acknowledging the formation of a new UNA Local in Consort of nurses employed by the Municipal Hospital. With the certification the process of negotiations to have the nurses included under the terms of the provincial hospital agreement has begun. In conjunction with them Local #141's executive will be provided with information from UNA's Level I Local

Administration Workshop to ensure that they are adequately prepared to represent the interests of their members and engage in the activities of UNA.

VON Edmonton

by Chris Rawson

Negotiations have recently drawn to a conclusion for members of UNA Local #61. After a protracted period of talks over salaries the only issue in dispute the Management of the Victorian Order of Nurses, Edmonton Branch finally agreed to a 3% salary increase retroactive to October 1, 1984. This brings salaries of VON nurses to within range of those enjoyed by nurses under the provincial hospital agreement. The contract expires on March 31, 1985 at which time efforts will be made to maintain the gain thus won and narrow the gap even further.



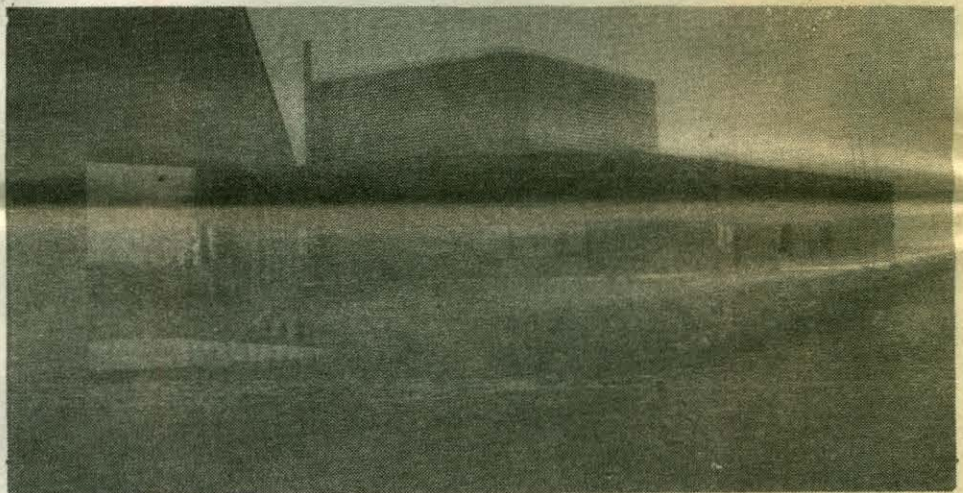
"WHY WASN'T I TOLD 47 YEARS AGO WHEN I TOOK THIS JOB THAT IT WAS ONLY TEMPORARY?"

these employees were nurses and they they were covered under different collective agreements.

The award references the Local Authorities Pension Plan as being eligible after age 55 and that contributions end at age 65. The award does not however include the evidence that the plan contains provision to allow employees to continue working beyond age 65.

The hospital argued management's rights and UNA argued that these were restricted by article 6.01 of the Collective agreement which specifically states the hospital cannot discriminate against an employee by virtue of her age.

The majority ruled, "A retirement policy which does not violate the (Individual Rights Protection) Act and which passes the test of not being arbitrary, unreasonable or exercised in bad faith is not in our view the sort of discriminatory treatment which Article 6.01 seeks to guard against." This is in the face of a Supreme Court of Canada award



LETTERS

Letters to the editor must be signed, but name may be withheld upon request.

Two identical requests: Is this a coincidence?

Dear Editor:

Your newsletter is welcomed and read by our staff and various interested members.

Since we have two Co-Editors for our newsletter, The Parasol, is it possible to add their name to your mailing list?

I thank you for the consideration given to my request and wish you a Merry Christmas and Happy New Year.

Sincerely,
Normande Dancause
Administrative Officer
New Brunswick
Nurses Union

Dear Editor:

Your newsletter is welcomed and read regularly by our staff and various interested members. Because we have two offices, however, the news from your union can be pretty stale by the time it's circulated to the last person on the list. Is it possible for you to send us an additional copy to our Saskatoon address?

We would appreciate this very much.

Sincerely,
June L. Blau, R.N.
President
Saskatchewan Union
of Nurses

Article Deadlines:

February 4, April 4, June 3, August 26.

Targeted Publishing Dates:

February 18, April 22, June 17, September 9.

Women left out of government plans

Recently, the Lougheed government published its White Paper "Proposals for an Industrial and Science Strategy for Albertans." The paper is the government's plans for Alberta's industry and economy for the five years 1985 to 1990. The official opposition party noted that women had been entirely left out of the Conservatives 5-year development plan. The following are excerpts from the NDP response to the government's paper.

The total exclusion of women from such an important policy document is a damning indictment of the Lougheed government's record on women's issues.

The average woman working in Alberta earns 52 cents to every dollar earned by a man. Housing costs are more likely to cause her hardship than anywhere else in the country. She has a better chance of either being or becoming the single-parent head and sole support of her family here. If she happens to

cent, one of the biggest wage gaps in the country. Higher levels of education have not equalized the earning power between men and women. A university-educated woman still earns much less than a man with a high school diploma — just as she did ten years ago. In fact, the wage gap increases with the level of education. According to 1981 statistics, a woman with an average high school education earned \$7,889 less than a man with equivalent schooling while a woman with a

mothers and children are living in poverty and misery. In 1981, 28.5 per cent of female-headed families of two or more people lived below the poverty line in Alberta; in 1982 that rose to 35.2 per cent.

Alberta also has one of the worst records in terms of women and housing as pointed out by a Social Development in 1984. Almost half of the women in this province pay more than 30 per cent of their incomes towards shelter. Thirty per cent is generally accepted as the maximum a family should pay for accommodation. Inflated real estate prices during the boom times hit women deep in the pocket-book.

Government Cutbacks

The recession and subsequent government policies have dealt particularly cruel blows against the women of Alberta. When the economy nose-dived, the Lougheed government bore down hard on the people who could least afford any cuts to their standard of living while continuing its generous corporate giveaways. In 1982-3 the government gave \$1.6 billion away to the oil industry through forfeited revenues, incentives and grants. At the same time, it slashed social welfare spending in an effort to save \$50 million. The punitive cutbacks have drastically affected the budgets, and the lives, of the 8,229 female-headed families on social assistance who now pay more than 60 per cent of their incomes on rent and utilities with little left over for food, clothing and other basic amenities.

In addition to slashing shelter allowances for social assistance recipients, the government has held the line on funding for shelters for battered women. It is estimated that as many as 40,000 women are battered each year in the city of Edmonton alone. A report presented by a coalition of social service agencies to the Honorable Neil Webber last fall suggests that women are being forced to stay in potentially damaging relationships because they are not able to survive on their own.

Government Employment Practices

The government's generally dismal record on women's issues extends to its employment practices. Female public employees earn an average of \$10,000 less than their male counterparts. Women continue to be ghettoized in low paying secretarial and clerical jobs while men continue to rise to lucrative upper management positions. Men who work in traditionally female jobs, still walk away with fatter pay cheques. A male file clerk I, for example, earned \$2,880 a year more than his female

counterpart in 1983. It would appear that the government is not only lax in enforcing equal pay legislation but is perpetuating the current wage imbalance between men and women with its across the board wage restraints.

The number of women employed by the province actually declined from 1982 to 1983. Much ado was made about the 41 per cent increase of women in management positions over a two-year



period from March 31, 1981 to March 31, 1983. A closer scrutiny of statistics reveals a general trend towards top-heavy bureaucracy, however, rather than any significant gains made by women. The number of men in management blossomed during this period as well. The percentage of male employees in management increased from 24.1 per cent to 28.3 per cent while the overall number of women employed in management increased to a mere 2.6 per cent from 2.2 per cent.

Privatization

Thousands of women many of them working mothers, face the prospect of losing their jobs under the government's current drive towards privatization. About 700 clerks and typists lost their jobs June 1 when the government dismantled its temporary staff services and contracted out the work to private secretarial firms. The women who were earning an average of \$9.09 an hour were faced with the prospect of competing for their old jobs again at minimum wage levels. An additional 170 clerical workers lost their jobs at the Alberta Health Care Insurance Plan. The government is currently looking at plans to contract out services in other departments including social services. The government has yet to produce any concrete evidence to show that the private sector, which must skim off a profit for itself, can actually do the job more cheaply without drastically cutting workers' wages.

Child Care

The Lougheed government has adopted the view that child care is a legitimate, profit-making business rather than an educational, public service. This province has the highest proportion of privately-run, profit-oriented day care centres in the country — 85 per cent as compared to the national average of 59 per cent — and among the poorest standards. The Tories have encouraged the development of a system which treats small children as profit-making commodities. Commercial ventures receive

the bulk of public day care funding, but they are not required to provide annual audited statements nor to hire qualified staff. An August 1980 study by the Applied Research Centre of Grant MacEwen Community College revealed widespread parental concern over the quality of staffing of day care facilities. Parents ranked public day care as their first choice for child care and private day care as eleventh.

The provincial government cut-off for subsidies for single-parent families with two children is a net income of \$1831 per month. A single mother in this income bracket is responsible for paying the full \$480 — almost a quarter of her gross income — to keep her children in day care each month.

Accessibility is also a problem for parents who do not work traditional business hours since most child-care centres operate on a standard morning to evening schedule. As well, after-school care facilities have been severely restrained by provincial cutbacks and regulation changes.

A 1982 report commissioned by the National Farmers Union indicates that the lack of day care facilities in our rural areas may have a possible correlation with farm accidents.

Women and High Tech

The White Paper singles out the high tech industry as a likely target for government support and seed money, but it entirely ignores the implications of high technology upon women in the work force. Computers may eventually displace up to one million women in clerical and secretarial jobs according to Women and the Chip, a 1981 study conducted by the Institute for Research on Public Policy. According to the study, the new employment created by computerization will be largely in the professional and technical fields where men predominate and women are in the minority.

Conclusion

Women's issues are profoundly tied to economic ones. Women continue to subsidize the economy with their unpaid and underpaid labor. Women form a disproportionate segment of the poor in a society that pays lip service to equality. The White Paper's stratagems for economic prosperity give the women of this province little to cheer about because they do nothing to assure them their rightful share of the benefits.



NDP leader, Ray Martin and Star Curry at the NDP news conference called to release the NDP's response.

be unattached or the head of her family, she stands a one in three chance of living below the poverty line. If she's married or living common-law, she faces an almost one in five chance of being battered — almost double the national average. If she's native, the prospects for her and her children are the most bleak.

The Tories offer an old rehash of the trickle down theory. Let's get the economy rolling again and everyone will get his/her slice from the pie of prosperity. The women of Alberta may be forgiven if they respond somewhat cynically to this tired old message which conveniently ignores a crucial truism of our economy: Not everyone gets the same cut of the pie. The benefits accruing from the boom period and the hardships incurred by the bust have not been shared equally. Again we turn to statistics to present the grim reality of women's lives.

Women in the Economy

During the boom years the gap between men's and women's wages actually widened. In 1979 women earned 59.4 per cent of the average male wage. By 1982 the ratio dropped to 52 per

cent, one of the biggest wage gaps in the country. Higher levels of education have not equalized the earning power between men and women. A university-educated woman still earns much less than a man with a degree. The urban working woman fares much better nevertheless than the farm woman who is rarely paid for her work.

Women and Poverty

Women are not only the most economically vulnerable and impoverished in this province; their children are too. Alberta has a divorce rate that is 34 per cent higher than the national average. The majority of single mothers receive no child support payments. Fathers default in making support payments 75 per cent of the time. The provincial government has made no move to improve its enforcement of family maintenance payments despite the successful precedent set by the Manitoba government's computerized system which boasts an 85 per cent compliance rate. Thus, a large number of women are left to fend for themselves and their children alone on inadequate pay cheques (that is if they're lucky enough to have jobs in the first place) and half the buying power commanded by the male wage earner. An increasing number of single

Eaton's workers on strike for first contract!

UNA gets involved



The UNA Executive Board is urging all nurses in Alberta to boycott all Eaton's stores in the province and to donate \$1.00 a person into the Eaton workers' strike fund.

In April of this year, the Retail, Wholesale and Department Store Union (RWDSU) certified six Eaton's stores in Ontario under that province's Labour Board.

The certifications were a breakthrough for all working women because the huge corporate sector, e.g., banks, insurance companies and large department store conglomerates have been among the worst employers for exploiting women's labour. They have been the most diligent and ferocious fighters against unions. The RWDSU certifications meant 1500 employees had proven

stronger than the company owners. Their successful union drive has given encouragement to people employed in other Canadian stores and financial institutions.

The union has been bargaining since May to achieve the first contract for these employees. In retaliation Eaton's has been using every stalling tactic known to union-busting corporate managers to prevent an agreement.

Eaton's provided RWDSU with no written proposals until late August. Each proposal was an insult and rejected by the union.

Eaton's refuses to negotiate any employee benefits, statutory holidays, vacation packages, bereavement leave or jury duty. They refuse to talk about job security mea-

sures and refuse to incorporate any wage schedules and classifications. Further, Eaton's wants the right to lay off, recall and promotion based on employee appearance and "customer profile". They do not want to use the term "seniority" choosing instead to recognize "length of continued service" a concept popular in the 1940s but which went the way of the dinosaur after that.

Eaton's even refuses to negotiate into the contract the wages and working conditions that they currently provide their employees.

RWDSU wants to negotiate a single collective agreement to cover all unionized stores. Eaton's, predictably, insists on six separate agreements. They are using the infantile delay strategy of forcing the union to walk them

through each article of the proposed contract at each negotiating table. Eaton's forces the union negotiator, Tom Collins, to explain the intention of each contract phrase for each store location. The farce of the situation is that Collins sits across from the identical Eaton's personnel each time he is forced to explain the contract.

Eaton's latest strategy is to promise employees at non-unionized stores a 7.8% increase in wages and improvements in their pension plan. This move is an effort to break the union, not to please employees, because Eaton's is not offering the increases to all of its other stores and not to each job classification within the chosen stores. Also, the improvements are still in the "promised" stage. No employee has yet to see a

larger paycheque.

RWDSU met with Eatons twenty-six times and got nowhere. Negotiations broke down. The employees voted to go on strike and walked off the job on November 25.

The striking employees are asking for national support, and a mass boycott of Eaton's stores. Other tactics would be to cut up the store's credit card and mail it back to the store with reasons in support of the strikers. Even better is to mail back several cut up cards from different people in one envelope, then personnel have to glue back the pieces to find out who has cancelled. People can also cancel any orders when they arrive at the door. This ties up the Eaton's process, increases paper-work and slows down the company's business.

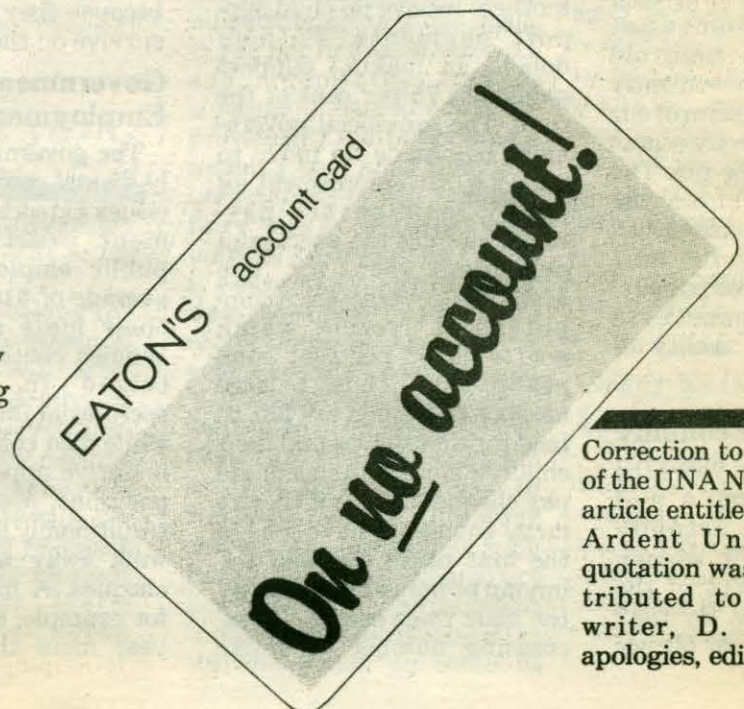
Boycott Eaton's Support Canadian Workers

Employees of T. Eaton Company stores have voted to join a union. Eaton's doesn't like that. It is out to break the union by refusing to bargain in good faith.

Canadians won the right to join the union of their choice more than a century ago. An old family empire — Eaton's has not yet heard the news.

By failing to negotiate fair

working conditions with its employees, Eaton's is in effect saying "NO" to their right to belong to a union. The company won't even agree to put existing working conditions in writing! That's why Eaton's employees have been forced to take strike action against the company.



Correction to the last edition of the UNA Newsbulletin: the article entitled "I Remain an Ardent Unionist". This quotation was incorrectly attributed to the article's writer, D. Ransom. My apologies, editor.

LABOUR NOTES

Lakeside Packers grinds workers down

Brooks, Alberta

Lakeside Packers dispute continued—United Food and Commercial Workers Local 740P from Brooks, representing the workers at Lakeside Packers, has been on strike since June 1, 1984. Since that time, the employer has been making it very clear that it is out to crush the union in Brooks. Non-union workers have been hired to replace the striking employees and production is continuing as usual. Negotiations have

broken off several times and the employer expects nothing less than major concessions from the workers. The company also unilaterally imposed a wage rollback ranging between \$3.00 and \$4.00 per hour. Of the 83 workers who went out in June, 39 remain on the picket line. Despite many things being stacked against the strikers, they are not about to give in to the pressure and there is a very strong feeling of solidarity among those on the picket line.

What can we do?

Support the boycott initiated by the UFCW and the Alberta Federation of Labour. As Canada Safeway is one of the major purchasers of meat from Lakeside, it is the major cause of the delay in the settlement of a contract.

Boycott Safeway Meat Products

Letters of support can also be sent to the union local in care of: Kathy Kennedy, R.R. 1, Tilley, Alberta T0J 3K0.

Cloak and Dagger Negotiators

Members of *Asbestos Workers Local 32* in Newark, N.J. recently won their strike for lower wages. We did not make this up; it actually happened. It seems that the contractors association offered a \$1.25 raise in each year of a two-year contract. The union demanded \$1.00 an hour per year, and when the contractors insisted on the full \$1.25, the union struck. After a few days on the picket line, the contractors caved in and agreed to an even worse contract than the union wanted: a 90¢ raise, and a wage reopener in the final year of a three-year agreement. Management also agreed to cut overtime rates from double time to time and a half. If you think we are pulling your leg on this one call James Grogan, president of the New Jersey Building and Construction Trades Council. Grogan, who is also business manager of Local 32, said the local opposed higher wages because it felt they would "price us out of the market," and allow open shop contractors to gain more business. He said the local suspected this was the aim of the contractors, some of which also run open shop operations.

— Labour Notes

South African Union Leader Under Arrest After Mass Strikes

Chris Dlamini, president of the Federation of South African Trade Unions (FOSATU), has been arrested by South African authorities. FOSATU represents 100,000 Black workers. Dlamini's supporters here feel that his life may be in danger.

Dlamini, a worker at the U.S. multinational Kellogg Co., was arrested on November 9, after tens of thousands of his members headed the call of the Transvaal Regional Stay-Away Committee (so named because "strikes" are illegal), and participated in the largest strike of South African workers in 35 years. The latest strikes erupted after mass arrests in Black townships.

Police has also seized Thiroshaw Camay, the secretary-general of the Council of Unions of South Africa (CUSA). Thus the leaders of both major black union federations, FOSATU



and CUSA, are in detention, along with many other officials and activists in the growing Black labour movement.

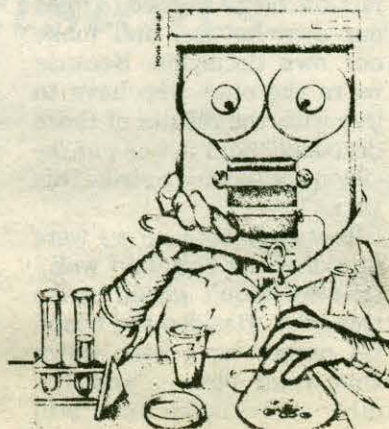
Dlamini and other detainees are being held under the section of South Africa's internal security act which provides for "indefinite detention for purposes of interrogation." Previous victims of detention under this

section include Steve Biko and Neil Aggett, both of whom died in prison.

Organizers of last June's International Economic Conversion Conference are rallying support for Dlamini, who spoke at that conference and met with trade unionists there. "He's another Lech Walesa," said one activist who met Dlamini at the conference.

Human Experiment

Four North Carolina clerical workers who were supposedly hired for temporary keypunch jobs at IBM have charged in a lawsuit that the company used them as unwitting subjects in a psychological stress experiment without their consent. The four say that IBM kept changing the lighting, the size and position of computer screens, and other environmental factors to see how much stress they could tolerate. Their lawsuit says the results included headaches, eye damage, memory loss, depression, ner-



vousness, fainting, insomnia, and hallucinations.

— Labour Notes

NEWSBULLETIN

The *UNA Newsbulletin* is a bimonthly tabloid published by the United Nurses of Alberta on the advice of the Executive Board and its Editorial Committee.

Stories appearing in the *Newsbulletin* have been produced by the UNA staff or are reproduced from Labour News. Photos by Gail Dalglish.

All letters to the editor should be addressed to Gail Dalglish, Editor, *UNA Newsbulletin*, UNA Provincial Office, 10303 Jasper Avenue, Suite 760, Edmonton, Alberta.

Nurses gain power from full commitment

Excerpts from the president's remarks to the Health Unit Demand Setting Meeting.

I don't think there is any big mystery as to why the government didn't make strikes illegal for health unit nurses. Health unit nurses have never gone on strike and rather than an escalation in wages and costs in the health unit industry, there has in fact, been a decline in the real costs.

I am not here today to talk to you about strike action. But it has been my experience in bargaining, and from observing other groups in bargaining, that you generally get what you are prepared to accept. That seems like a fairly simple statement. But it also means that the employer knows what you are prepared to accept.

The Employer knows this not only from what you say at the bargaining table but past actions and negotiations and even conversations at work reveal your true position. The Employer in the Health Units has a bit of an advantage over the hospital employers because health unit nurses don't work in groups. The offices are separated in the locals so you don't get a chance to compare notes informally at coffee and lunch breaks like the hospital nurses. You also live in the same community as your clients. As part of that community, funding becomes a big issue, that decides what programmes and services are going to be provided to your community.

The government is responsible for providing enough

funding into health care to see that the public's needs are being met in preventive, home care, acute care, and extended care. The employers are responsible to see that a proper level of care is provided. They do that by ensuring that there is sufficient amounts of qualified staff.

So if there is not enough funding it is either the government's problem or the employer's problem. But they keep trying to make it our problem.

It is not our responsibility. Nurses have enough responsibility just providing the care — and I think we do a pretty good job of that. And remember we have already taken on the responsibility of educating ourselves to be the qualified staff before we are even employed, so I think we



Delegates at Demand Setting Meeting, Nov. 23, 1984.

are doing our job. But you have got to watch continually because the employers and the government are always trying to shift their responsibilities for

continued on page 12

PRESIDENT'S REPORT

Continued from page 2

The next times were different. Two strikes later we found we had increased our salaries alone 80% in a 4 year period; and we had gained improvements in working conditions that had been needed for years in the hospitals. We gained something else that had been missing for a long time for nurses — respect.

Nurses have learned to fight

We learned some lessons along the way. We no longer think we are a "class above" the other workers and we are now proud to call ourselves trade unionists. And we've learned the lesson that other trade unionists have known for some time: We have to fight to get a contract, fight to keep it, win one battle and end up fighting it all over again.

We learned that not all of the people will like us all of the time, and sometimes that's the price we pay for increased wages and job satisfaction. So we learned to fight our own battles, and make our own decisions. Because we're the ones who have to live with the results of those decisions. And it was *our* decision not to have a strike this year.

It wasn't because we were afraid of the "big bad wolf" that we didn't go on strike this year. Besides the hospital nurses have been down that road before; and the other nurses in our union still

have the legal right to strike.

But we looked at the outstanding issues in our contracts and decided that we wouldn't bother fighting about them this year. We decided to take a break and do some work in the locals to prepare them for the next round of negotiations. Of course all that time we kept contributing to that old kitty and I'm pleased to report that by the end of next month we'll have over a million dollars in the strike fund.

The health unit nurses are going back into bargaining next month. This time they may get tired of hearing that old refrain from the employers that they're lucky to have a job. This time the employers may find out how lucky they are to have nurses working in the communities.

If the health unit nurses decide to dip into the fund for the first time this spring, the hospital nurses better start saving their pennies. Of course we'll be putting another 1/2 million into that fund over the next year. But as the old saying goes: you can never be too thin or too rich.

Not all battles are worth fighting and we decided that this one wasn't. But we've got a long memory in United Nurses of Alberta. We know from experience, that we can't back off from every battle, and still expect to win the war. And we have every intention of winning that war.

EXECUTIVE DIRECTOR'S REPORT

Continued from page 4

sudden death of Grant Notley was a blow to all Albertans. But for us in UNA it was also the loss of a courageous friend. I well remember, as I know many of us here remember, that day in March 1982, when the government introduced Bill 11 and we decided to bring the 1982 strike to an end. We had few friends and allies at that time. The unprecedented and cynical attacks made upon our union and its members by the government and the hospitals had caused some former "supporters" of UNA to disappear. Those who were prepared to speak publicly on our behalf had also to be prepared to face a barrage of vicious criticism. The allies that remained to us were those who have always been our staunch allies, members of the labour movement, the women's movement, and the NDP. Grant Notley opposed the immediate passage of Bill 11, effectively permitting the strike to legally continue for one additional day and allowing us to arrange the return to work in a dignified and orderly fashion.

In taking the stand he did, a principled stand in support of all workers' right to strike without legislative constraint Grant paid a heavy political price. His stand, I am sure, was not endorsed by all of his advisors. But nevertheless he took that stand because, as he said to us, it was simply the right thing to do. Not all

politicians, and, it seems, pitifully few members of the Alberta legislature, are prepared to take political risks in order to do the right thing. But Grant Notley was. In losing Grant, we have lost a good friend of UNA.

satisfied with her dedication and performance.

As this Union grows larger, the challenge to keep it in close touch with the members' wishes, and continually responsive to the members' needs is an ever greater one.

It is not too soon to make our members aware of the challenge that will face us a year from now.

In conclusion, I would like to thank UNA's Executive Board for the confidence and support they have continued to show me. In particular, I would like to extend best wishes to those Board members who are retiring from office at this annual meeting.

I would also like to thank the negotiating committees I worked with over the past year, both hospitals and health units, for their involvement and support.

I would like to recognize the contribution of our excellent staff, both the secretarial and administrative component and the Employment Relations Officer and Education staff.

Many of you have now met our newest Employment Relations Officer Trudy Richardson who joined us this year, and those of you who have worked with her, I know, join me in being most

All trade unions run a risk of becoming cut off from their roots, simply an extension of the bureaucratic process of oppression, if they lose sight of their fundamental objectives. You, as UNA activists, have been skilled (and a little bit fortunate) in your choice of elected representatives, particularly your executive officers (President, Margaret Ethier; Vice-President, Barbara Diepold; and Secretary/Treasurer, M.T. Caughlin) who constantly bear in mind the need for this union to act solely on behalf of the membership.

This is a principle we all must be dedicated to. I am confident that we can meet that challenge, and the other challenges which face us in the year ahead.

Are we accorded the proper respect for the value of the service we are expected to provide to the public.

Before we can convince the employer of our value, we have to be very clear in our own minds exactly what our real value is.

Having done that, then we are able to use the power — that we do have — to convince the employer of the seriousness of our demands. That power is derived from a group that is fully committed to common goals. And that is what we are doing here today. To determine just what those common goals are — and why, and how, we are going to support them.

THE UNA EXECUTIVE

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Marilyn Vavasour
Employment
Relations Officer

NORTH DISTRICT

Ms. Hazel Paish*
H - 539-7234
Ms. Karin Pederson
H - 338-2265
W - 332-1155

NORTH CENTRAL DISTRICT

Ms. Heather Molloy
H - 456-3082
W - 477-4897 (B)
Ms. Tanis Bakke
H - 458-7869
W - 484-8811 (E. 242)

Ms. Gina Stanley
H - 349-2373
W - 349-3301

Ms. Gerry Cook
H - 487-4228
W - 484-8811 (E. 301)

Ms. Carmelita Soliman
H - 487-3812
W - 482-8049

Ms. Barbara Surdykowski
H - 489-7284
W - 482-8415

CENTRAL DISTRICT

Ms. Sandra Rentz
H - 346-4412
W - 343-4949

Ms. Jane Zinken*
H - 342-7070
W - 343-4930

SOUTH CENTRAL DISTRICT

Ms. Valerie Neish
W - 270-1381

Ms. Laurie Coates
H - 251-3565
W - 228-8135

Mr. Glen Fraser
H - 262-4322
W - 228-8123

Ms. Joan Jenkins*
H - 269-4862
W - 268-9482

Ms. Karen Nelson
H - 652-7568
W - 652-2321

Ms. Dale Fior
H - 238-0810
W - 266-7231 (7E)

SOUTH DISTRICT

Mr. Erwin Epp*
H - 381-6938
W - 327-4531 (E. 282)

Ms. Darlene Wallace
H - 627-3499
W - 627-3333

funding back to the nurses. They would like us to subsidize health care by taking low wages and poor working conditions so that they won't have to do their job of rounding up the funding.

I sat in on health unit bargaining last year and some of the lines from the employer's representatives that were used are worth remembering.

One of them that nurses are lucky to have their jobs. That many people living in the community where the nurses are working are unemployed. It is my understanding that were there is a higher percentage of unemployed in the community, the need for preventive care and home care increases not decreases.

You know and I know that nurses were hired for the same reason that other employees are hired by other employers. Because they need someone qualified to do the work that is required by the employer.

Another line that I heard was that health unit nurses don't need any increases in wages and working conditions because they already have better benefits. One of these benefits was being able to work day shift. Well the majority of working people do work day shift. I don't know anybody that works shift work other than hospital nurses, factory workers, police and fire fighters, and service workers like that. That is normal for most workers. It is not considered a benefit. And health unit employers think it is ok to ask health unit nurses to supply their own cars in order to get

to the clients to provide the service.

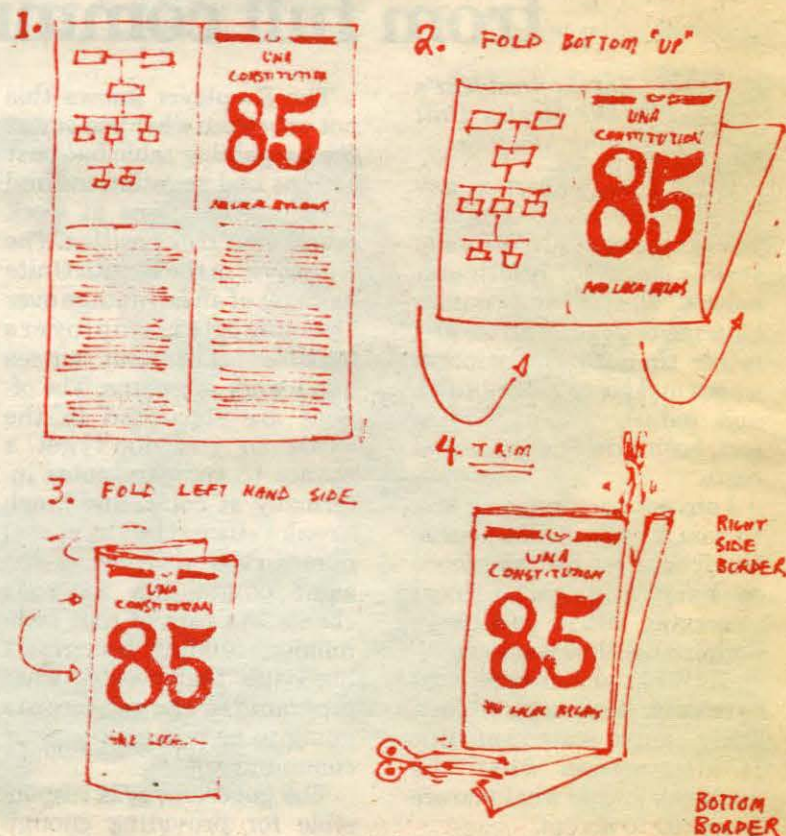
When we are talking about negotiations, we are talking about our expectations. What are our needs at the workplace and outside of work.

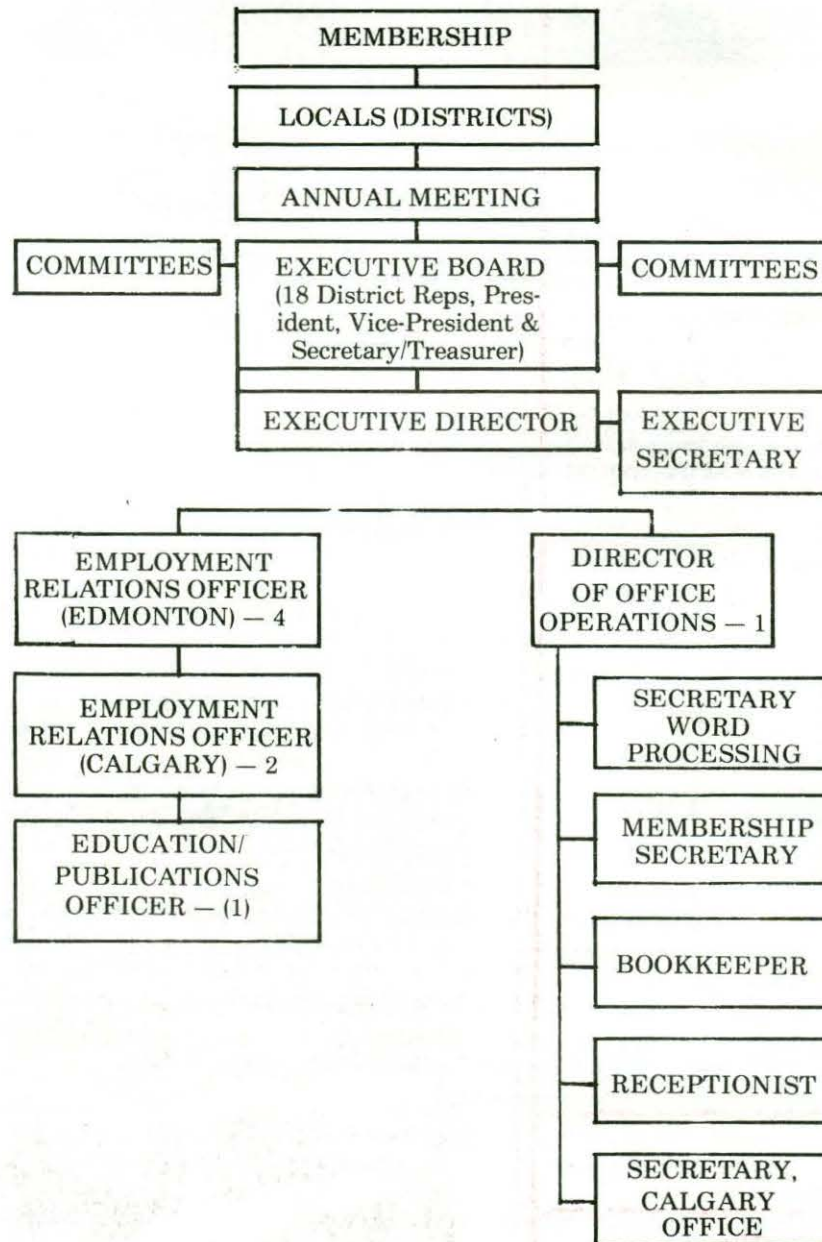
Does the employer provide the necessary tools, like enough time, assistance, and equipment, so we can do our work properly and have job satisfaction?

Does the employer provide enough money so that we can have enough to live on.

Are we accorded the proper respect for the value of the service we are expected to provide to the public.

HOW TO FOLD YOUR CONSTITUTION





UNA CONSTITUTION

85

AND LOCAL BYLAWS



ARTICLE 1 NAME


- 1.01 This organization shall be known as the United Nurses of Alberta (hereinafter referred to as "U.N.A.").
- 1.02 In the interpretation of this Constitution, the feminine gender used herein shall mean and include the masculine, and the singular shall include the plural and vice versa as applicable.

ARTICLE 2 OBJECTIVES

- 2.01 The advancement of the social, economic and general welfare of nurses and other allied personnel.
- 2.02 The regulation of relations between nurses and other allied personnel and their employers and the negotiation of written contracts with employers implementing progressively better conditions of employment.
- 2.03 The promotion of effective communication with employers.
- 2.04 The promotion of the knowledge of nurses and other allied personnel and all things related to their social and economic welfare through education and research.
- 2.05 The promotion of the highest standards of health care.
- 2.06 The promotion of unity within the labour movement, the nursing profession and other allied fields through cooperation with and support of other organizations, and in particular with the Alberta Association of Registered Nurses (hereinafter referred to as the "A.A.R.N.").

ARTICLE 3 MEMBERSHIP

- 3.01 All registered or graduate nurses and other allied personnel who are eligible to engage in collective bargaining are eligible for membership in the U.N.A. provided that no allied personnel shall be admitted to membership without the approval of a two-thirds (2/3) majority of the Executive Board subject to endorsement at the next annual meeting.
- 3.02 For greater certainty, without limiting the generality of the foregoing, persons who in the course of their employment permanently exercise managerial functions or who are permanently employed in a confidential capacity in matters relating to labour relations shall be excluded from membership.

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- 3.03 Any member who is eligible to be a member of the United Nurses of Alberta and pays such dues or assessments as may from time to time be required, shall be accepted as a member in good standing of the United Nurses of Alberta and the Chartered Local of the United Nurses of Alberta. Any member who shall be in arrears in the payment of dues or assessments for a period of six (6) months shall be automatically suspended from membership in the United Nurses of Alberta and the Chartered Local except on approved leave of absence, layoff or grieved dismissal.
- 3.04 No person shall be refused membership because of nationality, race, colour, origin, sex or sexual preference, age or religious or political belief.
- 3.05 Membership in a Local Union, chartered by the U.N.A., shall also constitute membership in the U.N.A., however, no person shall act as or be deemed to be an agent of the U.N.A. or any chartered or subordinate body of the U.N.A. because of her membership unless specifically authorized in writing signed by an appropriate official to so act.

ARTICLE 4 EXECUTIVE BOARD

- 4.01 The affairs of the U.N.A. shall be managed by an Executive Board which shall be composed of the following:
- 1) President;
 - 2) Vice-President;
 - 3) Secretary-Treasurer;
 - 4) District Representatives:
 - i) elected on the basis of two (2) District Representatives for every one thousand (1,000) dues payers or part thereof in the District as of sixty (60) days prior to the Annual Meeting, and an additional District Representative for every additional one thousand (1,000) dues payers or part thereof in the District as of sixty (60) days prior to the Annual Meeting.
 - ii) shall be elected at an annual meeting except that a vacancy occurring between annual meetings shall be filled in accordance with Appendix "B", and
 - iii) each District Representative must be a member of a chartered local in the District she represents and, only voting delegates from the said district are entitled to vote in her election.



4.02 The duties of the Board shall be as follows:


- a) **President** — The President shall preside at all meetings of the Executive Board and all meetings of the U.N.A. and shall be charged with the responsibility of carrying out the policies of the U.N.A. The President shall be an Ex-officio member on all Committees of the Executive Board.
- b) **Vice-President** — The Vice-President shall preside at all meetings where the President is absent and shall be charged with the particular responsibility of establishing and maintaining the flow of communication between the U.N.A. and its members, and between the U.N.A. and such other organizations as the A.A.R.N.
- c) **Secretary-Treasurer** — The Secretary-Treasurer shall cause to be kept such regular books and records of the U.N.A.'s finances as shall be set up under the instructions of the Executive Board, shall cause to be maintained full records of minutes of all meetings of the Executive Board and of all meetings of the U.N.A. and shall cause to be maintained all records, documents and correspondence of the U.N.A.
- d) **The Duties of the District Representatives** — The District Representatives shall carry out generally the objectives of the U.N.A. and function as members of the Executive Board. (The terms of reference for District Representatives are as outlined in Appendix "B".)

4.03 No person shall be a member of the Executive Board who is not a member in good standing of the U.N.A.

4.04 The office of any member of the Executive Board who absents herself from two (2) consecutive meetings, i.e., Board, Delegate, Special, Committee, without reason satisfactory to the Executive Board, shall be declared vacant by the Executive Board. Reasons for such absence shall be submitted in writing to the President. The Executive Board shall determine if the reasons are satisfactory. If the office is that of the President, Vice-President, or Secretary/Treasurer, a replacement shall be elected in accordance with Article 7.05. If the office is that of District Representative then that District shall appoint or elect a replacement within three (3) months, failing which the Executive Board shall appoint a Representative from that District. Such appointed or elected member shall hold office until the next Annual Meeting at which time an election shall be held in accordance with Article 11.04.

4.05 Any member of the Executive Board may resign her office by giving notice in writing to the President.

4.06 Any Executive Board member who shall for any reason cease to hold of-



fice shall turn over to the Executive Board documents, assets and property of the U.N.A. in her possession within one (1) month.

4.07 Term of office shall mean two (2) years.

4.08 The District Representative shall delegate an alternate member to attend Executive Board meetings in her absence.

ARTICLE 5 POWERS OF THE EXECUTIVE BOARD


5.01 The Executive Board shall be responsible for and accountable to the membership for the administration of affairs and activities of the U.N.A. when the U.N.A. is not meeting.


5.02 a) The Executive Board shall be responsible for the formulation and development of the general collective bargaining objectives of the U.N.A. and for the presentation of the said objectives to the membership at meetings for discussion and approval.

b) The Executive Board or any person or committee to which the Executive Board delegates such authority, shall be empowered to negotiate and enter into regional, local, provincial or area-wide Collective Bargaining Agreements on behalf of any Local or Locals without the necessity of the written authorization of such Local or Locals and the Executive Board or its delegate shall coordinate activities towards this end in consultation with the Local Unions involved.


5.03 To the extent necessary for the proper functioning of the U.N.A., the Executive Board, or, with its authorization, the Executive Director, shall employ, retain, direct, and fix compensations for staff personnel, consultants and legal, accounting and other professional personnel, and engage and pay for the use of premises and equipment.


5.04 No monies of the U.N.A. shall be expended without the authorization of the Executive Board or such person or persons as the Executive Board or a meeting of the U.N.A. may from time to time authorize for this purpose. The manner in which monies may be withdrawn or cheques issued by the U.N.A. shall be determined from time to time by the Executive Board. All acts bona fide done by any meeting of the Executive Board or by any person acting as a member of the Executive Board, notwithstanding if it be afterwards discovered that there was some defect in the appointment of any such person acting as aforesaid or that they or any of them were disqualified, shall be valid as if every person had been duly appointed and was qualified to be a member of the Executive Board.

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- 5.05 The Executive Board may set up committees of the U.N.A. and may appoint or elect a chairman and members to the committees. The committees shall be subject to any restrictions or regulations imposed upon them by the Executive Board.
- 5.06 The Executive Board in addition to all other powers vested in it is hereby authorized and empowered subject to the approval and authorization of the U.N.A. as defined in Article 5.07:
- a) to acquire, hold, and dispose of, real and personal property or any part thereof;
 - b) to invest monies on behalf of the U.N.A.; and
 - c) to borrow money for the purpose of the U.N.A. and to give security for any money so borrowed on any of the real, personal or mixed property of the U.N.A. by way of mortgage, pledge, charge or otherwise.
- 5.07 Authorization for the exercise of the powers listed in Article 5.06(a) and 5.06(b) shall be by two-thirds ($2/3$) majority of the Executive Board subject to approval at the next annual general meeting. Authorization for the exercise of powers listed in Article 5.06(c) shall be gained by a two-thirds ($2/3$) majority vote of the delegates at a general meeting prior to exercise of such powers.
- 5.08 The business of the U.N.A. shall be managed by the Executive Board who shall exercise all such powers of the U.N.A. and do on behalf of the U.N.A. all such acts as may be exercised by the U.N.A. and as are not by law or by these presents required to be done by the U.N.A. in a general meeting.
- 5.09 The Executive Board may in the exercise of its powers do all such things and acts which in the exercise of its sole discretion better further the objectives of the U.N.A.
- 5.10 Discipline of Members: Any member may be charged by another member of the following offences:
- a) violating any provision of this Constitution;
 - b) obtaining membership through fraudulent means or misrepresentation;
 - c) instituting, urging or advocating that a member of any of the locals of this union should institute action in a court of law against the U.N.A. or against the Executive Board or any of its officers or against any of the local unions or any of its members in respect of any matter concerning the affairs of the U.N.A. or any of its locals or chartered bodies without first exhausting all remedies through the forms of appeal provided in this constitution;

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- d) advocating or attempting to bring about the withdrawal from the U.N.A. of any locals or members or groups of members;
 - e) publishing or circulating either verbally or otherwise among the membership false reports or misrepresentations concerning any member of the U.N.A. in respect to any matter connected with the affairs of the U.N.A. or its local;
 - f) working in the interest of any organization competing with the U.N.A. in a manner which is detrimental to the U.N.A.;
 - g) fraudulently receiving or misappropriating any property of the U.N.A. or any of its chartered locals;
 - h) using without proper authority the name of the U.N.A. or of the local for soliciting funds or advertising;
 - i) without receiving proper authority to do so, furnishing a complete or partial list of the membership of the U.N.A. or of any local to any person or persons other than those whose official position entitles them to have such a list;
 - j) wrongfully interfering with any officer or accredited representative of the U.N.A. in the discharge of his or her duties;
 - k) circulating reports designed or calculated to injure or weaken the U.N.A.;
 - l) doing any act contrary to the constitution or to the bylaws of any chartered local, or failing to do any act required of her by the said constitution or bylaws, where such conduct has the effect of injuring the U.N.A. or any of its locals or impeding the implementation of any policy constitutionally formed by either the U.N.A. or any of its locals;
 - m) during the course of a lawfully conducted strike by the U.N.A. or any of its locals failing to give all necessary support to the said strike.

- 5.11
- 1) a) Charges against any member must be made in writing by a member and filed with the President of the U.N.A.
 - b) The President shall cause a copy of the charges, including specific details to be served upon the accused member personally or by double registered mail.
 - c) The Executive Officers of the U.N.A. shall strike a three (3) member investigating committee from amongst the Executive Board.
 - d) The investigating committee shall investigate the charges, and shall decide:

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- i) that the charges are frivolous, vexatious, without substance, fail to clearly present a proper claim of violation of U.N.A.'s Constitution or were filed in a manner which fails to comply with the procedures outlined in Article 5 and should be dismissed, or
 - ii) if efforts to resolve the alleged violation without a hearing are unsuccessful, that a disciplinary hearing shall be held to hear the charges.
- e) The investigating committee shall file a written report within thirty (30) days of charges being filed with the President. The investigating committee shall report its decision to the President of U.N.A. and the Chairperson of the Legislative committee. The President shall notify the parties of the decision of the investigating committee.
 - f) The complainant may appeal the decision of the investigating committee to the Executive Board at the next following Executive Board meeting, upon written request to the President.
 - g) If a disciplinary hearing is to be held, the Executive Board shall determine the time and place of the hearing. The parties shall be notified. At least two (2) weeks' notice of the hearing shall be given.
 - h) The member shall be deemed to have been notified on the date of receiving the registered letter.
 - i) The members of the investigating committee shall not sit as members of the disciplinary hearing board.
- 2) Every member of the Union shall be entitled to a fair and impartial disciplinary hearing by the Executive Board.
 - 3) There shall be a written record of the disciplinary hearings, copies to be available to participants of the hearing. Each local shall receive a list of disciplined members and members who have withdrawn.
 - 4) In all cases the onus of establishing guilt of a member shall be upon the complainant.
 - 5) The member in receipt of the charges, may resign her membership in the U.N.A. in which case the charges will not be proceeded with. A person who has resigned her membership, cannot reapply for membership in any Local for one (1) year. Reapplication shall be made in writing to the Executive Board.
 - 6) No evidence shall be considered by the Executive Board except that which is offered at the hearing. The accused shall be given every reasonable opportunity to be heard and to present evidence in her own



defence. She may be assisted by counsel of her own choosing or she may waive any or all of the rights set forth herein.

- 7) All expenses incurred by the accused in defending charges shall be borne by herself except in the case of acquittal in which case all reasonable expenses incurred by the accused shall be borne by the Union. All expenses incurred by the complainant in pressing charges shall be borne by herself except in the case of proven guilt in which case all reasonable expenses incurred by the complainant shall be borne by the Union.
- 8) Should the accused fail to appear before the Executive Board without providing a satisfactory explanation the Executive Board may, if it considers it advisable, proceed to hear evidence and render a decision in the absence of the accused or adjourn the hearing on notice to all parties.
- 9) Should the complainant fail to appear before the Executive Board, the Executive Board may dismiss the charges or adjourn the hearing on notice to all parties.
- 10) The Executive shall find the accused guilty or not guilty by secret ballot. The finding shall be by majority vote. In the event of a tie vote, the accused shall be found not guilty.
- 11) Upon hearing the evidence, if the Executive Board finds the accused guilty, the Executive Board may expel, suspend, or reprimand the accused.
- 12) The decision of the Executive Board shall be reported forthwith to the accused, the complainant and their locals.
- 13) At all hearings the Executive Board may obtain the assistance of counsel to advise it with respect to the law and procedure.
- 14) The decision of the Executive Board shall be binding.

- 5.12 A person who has been expelled from membership in the U.N.A. may apply to the Executive Board for reinstatement after one (1) year from the decision of the Board.

ARTICLE 6 EXECUTIVE DIRECTOR

- 6.01 The Executive Director shall be appointed by and be responsible to the Executive Board.
- 6.02 The duties of the Executive Director are to expedite the work of the United Nurses of Alberta and to administer the policies of the Executive Board.



ARTICLE 7 MEETINGS OF EXECUTIVE BOARD

- 7.01 The Executive Board shall meet at the call of the President or at the request of no fewer than three (3) members of the Executive Board in writing to the President. In any event, the Executive Board shall meet at least once in every four (4) months.
- 7.02 The time and place of meetings of the Executive Board shall be determined by the President, provided that any meeting requested by no fewer than three (3) members of the Executive Board, pursuant to the provisions of Article 7.01, shall be held within thirty (30) days of the receipt by the President of any such request. Every Board member shall be given at least fourteen (14) days' notice of such meetings.
- 7.03 The majority of the members or delegated alternate members of the Executive Board shall constitute a quorum for the transaction of business.
- 7.04 Unless otherwise provided in this Constitution, any questions arising at a meeting of the Executive Board shall be decided by a majority vote of the members present. Each member of the Executive Board shall be entitled to one (1) vote on each question which is voted upon at a meeting.
- 7.05 In the event that the President, Vice-President, or Secretary-Treasurer should resign, die or otherwise cease to act, the Executive Board shall elect by and from themselves a replacement until the next Annual Meeting at which time an election shall be held in accordance with Article 11.04 or for the unexpired term as appropriate.
- 7.06 The Executive Officers, with unanimous agreement, may poll the Executive Board in emergency circumstances. Polling to be done in accordance with Executive Board Policy.

ARTICLE 8 MEETINGS OF THE U.N.A.

- 8.01 The U.N.A. shall hold an annual meeting in the months of September, October or November of every calendar year at such place as may be determined by the Executive Board.
- 8.02 A special meeting of the U.N.A. may be called at any time and place at the request in writing of at least one-third (1/3) of the members of the Executive Board or of at least one-third (1/3) of the Chartered Locals evidenced by notice in writing signed by the President of each and shall be held within forty-five (45) days of the receipt by the President of the U.N.A. of any




such request. Any such request shall specify the subjects to be considered at such a special meeting.

- 8.03 Every Chartered Local shall be given at least thirty (30) days' notice of the annual meeting and as much notice as possible of special meetings. The President and Secretary-Treasurer of each Chartered Local shall make every reasonable effort to inform the members of the Chartered Locals of the said meetings.
- 8.04 The form of notice of meetings shall specify the subject to be considered at the meeting, and, in the case of special meetings, only such subjects as are specified in the notice calling the meeting may be considered and acted upon at that meeting.

ARTICLE 9 VOTING AT MEETINGS OF THE U.N.A.

- 9.01 At any annual or special meeting of the U.N.A. each Chartered Local is entitled to be represented by one (1) voting delegate for fifty (50) members or part thereof but in any event each Local is entitled to at least one (1) voting delegate per institution within the local. Each voting delegate shall be entitled to one (1) vote.
- 9.02 The local president shall ensure that each voting delegate chosen to represent her local is a member in good standing of U.N.A. The number of voting delegates to which each local is entitled shall be based on the number of members in the said local, thirty (30) days prior to the Annual General Meeting.
- 9.03 The Chairman of the meeting shall appoint scrutineers.
- 9.04 The scrutineers shall arrange for the holding of any vote; shall distribute, collect and count ballots if used; and shall report the results in writing to the meeting.
- 9.05 Two-thirds (2/3) of the registered voting delegates, including a representative from each district, shall constitute a quorum for the transaction of business.
- 9.06 Unless otherwise provided in this Constitution, any resolution presented at a meeting of the U.N.A. or of any of its committees shall be deemed to have been carried if a majority of the voting delegates present vote in favour of it.
- 9.07 Voting shall be by show of hands unless the Chairman otherwise directs or unless otherwise provided hereinafter.
- 9.08 Votes of proxy shall be allowed under procedures determined by the Executive Board, for Locals with ten (10) or fewer members employed full-time.


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- 9.09 Every member of the Executive Board shall have a vote as though she were an accredited voting delegate.
- 9.10 Unless otherwise specified, any decision adopted at a meeting shall take effect forthwith at the conclusion of the meeting.
- 9.11 For the purpose of this Article the three (3) units of U.N.A. Local No. 121 shall be regarded as separate Chartered Locals, and Local No. 121 shall not be regarded as a Chartered Local.

ARTICLE 10 STRIKE VOTES AND RATIFICATION VOTES

- 10.1 Strike votes and ratification votes shall be conducted by secret ballot.
- 10.2 Only U.N.A. members shall have the right to vote in strike and ratification votes.
- 10.3 An information meeting shall be held at least twenty-four (24) hours prior to commencement of strike and ratification votes.
- 10.04 Strike votes and ratification votes shall be conducted on all shifts within a twenty-four (24) hour period.

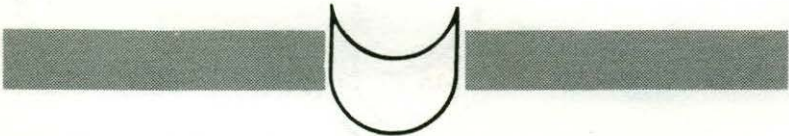
ARTICLE 11 ELECTIONS

- 11.01 a) All officers shall be elected at the annual meeting by a majority of the voting delegates present and voting.
- b) i) A motion to rescind the election of an executive officer of the U.N.A. may only occur at a special meeting of the U.N.A., referred to in Article 8 or at an Annual Meeting of U.N.A. provided that thirty (30) days' notice of such motion has been given.
- ii) A motion to rescind the election of a district representative of the U.N.A. may only occur at a special meeting of that district of U.N.A.
- iii) Any motion to rescind the election of a member of the Executive Board of the U.N.A. may be passed by a two-third's (2/3) vote of the voting delegates present and voting.
- iv) Election for such resultant vacancy shall occur at this same meeting. Nominations shall be received from the floor.
- 11.02 All elections shall be by secret ballot, unless otherwise provided in the Constitution.

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- 11.03 The Legislative Committee or any known persons acting with its authority shall prepare nomination forms for the annual general meeting and shall send them to the President and Secretary of each Local at least sixty (60) days prior to the annual general meeting.
- 11.04 The offices of President, Secretary-Treasurer and any vacant District Representative positions shall be elected in years ending with even numbers; and Vice-President and any vacant District Representatives positions shall be elected in years ending with uneven numbers.
- 11.05 Each District Representative must be a member of a Chartered Local in the District she represents, and only voting delegates from said District are entitled to vote in her election.
- 11.06 Upon receipt of nomination forms, the President of each Local shall make every reasonable effort to inform the Local that the Legislative Committee will receive nominations pursuant to this Article.
- 11.07 Each nomination shall be on a proper form bearing the name of the nominee and signatures of two (2) members in good standing of the U.N.A.
- 11.08 Nominations shall be accepted until thirty (30) days prior to the annual general meeting or from the floor at the annual general meeting only in the absence of an official nomination.
- 11.09 The list of candidates, signed by the Chairman and two (2) members of the Legislative Committee, shall be sent no later than fifteen (15) days before the annual general meeting to the President of the U.N.A. and to the President of each Local and delegate. Every reasonable effort shall be made to inform the members of the Local.

ARTICLE 12 REVENUE

- 12.01 The revenue of the U.N.A. shall be derived as follows:
- a) Each Chartered Local shall remit to the U.N.A. each month such sum as may be determined from time to time by the U.N.A. at an annual or special meeting. Any change in the dues structure must be ratified by a two-thirds ($\frac{2}{3}$) majority of delegates at an annual or special meeting.
 - b) Every person applying for membership in the U.N.A. shall remit to the U.N.A. a fee of two dollars (\$2.00).
 - c) The charter fee to establish a new Chartered Local shall be one dollar (\$1.00).




d) The U.N.A. may accept any donation, grant, bequest or other form of transfer of funds or properties from any charitable, governmental, educational or other source and may agree with the transferrer to devote the funds or proper properties so transferred to any specific purpose consistent with the objectives of the U.N.A. without any political bias or favours.

- 12.02 The U.N.A. shall have the right to levy assessments for special purposes upon its dues payers, provided that any such assessment must first be approved by a two-thirds (2/3) majority at an annual or special meeting of the U.N.A. Prior notice will be given.
- 12.03 Any funds owed to the U.N.A. by a Chartered Local pursuant to the provisions of this Constitution shall constitute a preferred claim and must be paid promptly by the Chartered Local each month prior to the payment of any other obligations of the Chartered Local.
- 12.04 U.N.A. dues shall be one point one percent (1.1%) of gross basic income, with a minimum of ten dollars (\$10.00 per dues payer per month. The U.N.A. shall issue to each Chartered Local a monthly rebate. The monthly rebate of dues to the Locals shall be as follows: For the first twenty (20) dues payers or part thereof of the Local the rebate shall be three dollars (\$3.00) per dues payer per month. For the next one hundred (100) dues payers or part thereof the rebate shall be two dollars (\$2.00) per dues payer per month. For all remaining dues payers the rebate shall be one dollar (\$1.00) per month. There shall be an Emergency Fund. The amount paid to the Emergency Fund on a monthly basis shall be no less than fifteen (15%) percent of the projected revenue of the U.N.A.
- 12.05 In the event of a strike, assistance, as determined from time to time by the Executive Board shall be drawn from the Emergency Fund.
- 12.06 Any member paying dues at two (2) or more locals will receive a reimbursement from the Provincial Office upon request for the second (2nd) or third (3rd) dues paid for that month with submission of pay slips for that month.
- 12.07 For the purpose of this Article the three (3) units of U.N.A. Local No. 121 shall be regarded as separate Chartered Locals, and Local No. 121 shall not be regarded as a Chartered Local.

ARTICLE 13 AUDIT

- 13.01 The fiscal year of the U.N.A. shall be January 1st to December 31st unless otherwise designated by the Executive Board. There shall be an auditor of



the U.N.A. who shall not be a member, employee, or relative of an employee, of the U.N.A.; and shall be a Chartered Accountant. The Executive Board shall appoint an auditor annually. The auditor shall conduct an audit once every year and shall submit a written report to the annual meeting and to each local at least one hundred and twenty (120) days prior to the annual meeting.

ARTICLE 14

CHARTERED LOCALS

- 14.01 The U.N.A. may issue a Charter to any group eligible for membership under Article 3, and the group shall thereafter be referred to as a "Chartered Local."
- 14.02 a) Subject to the provisions of Article 14.03, the Bylaws contained in Appendix "A" shall be the Bylaws of every Chartered Local.
- b) In the event of conflict between any clause of this Constitution and any clause of the Bylaws of a Chartered Local, this Constitution shall be paramount and the clause in this Constitution shall apply.
- 14.03 a) Except as a result of amendment to Appendix A at a meeting of the U.N.A., the Bylaws of a Chartered Local may be amended only with the approval of a two-thirds (2/3) vote of those members present and voting at a meeting of the Chartered Local, and with the approval of the Executive board of the U.N.A.
- b) Bylaws of a Chartered Local which were amended or altered prior to November 8, 1984, in accordance with the Constitution of U.N.A. at that time shall be deemed to have been amended or altered in accordance with Article 14.03 (a).
- 14.04 All collective agreements with employers of members shall be signed by two (2) Executive Officers of the Chartered Local as the contracting party on behalf of the members affected.
- 14.05 In any situation in which there is reason to believe that a Chartered Local has adopted or undertaken policies of activities contrary to the principles and policies of the U.N.A., the Executive Board shall have the power upon a two-thirds (2/3) majority vote of the Executive Board to conduct an investigation into the affairs of the Chartered Local and to require the Chartered Local to amend and rectify any policies or activities contrary to the principles and policies of the U.N.A. and the Executive Board may:
- a) appoint a Trustee or Trustees for the Chartered Local, or may;

- b) revoke the charter of the Chartered Local on such terms and conditions as the Executive Board may see fit.

Where the charter of a Chartered Local is revoked or a Trustee or Trustees are appointed pursuant to the provisions of this Article, the Chartered Local shall be entitled to a fair hearing before the Executive Board within three (3) months. Any action of the Executive Board under this Article may be appealed to the annual meetings.

If the annual meeting is scheduled for three (3) months or more from the date of the decision of the Executive Board the Chartered Locals may, with at least one-third (1/3) of the Executive Board or one third (1/3) of the Chartered Locals demand a special meeting of the U.N.A. This special meeting shall be held within two (2) months to consider the Trusteeship or suspended charter.

- 14.06 a) Where the Executive Board makes an order provided for in Article 14.05, the Executive Board may order that all funds and properties of any nature held by the Chartered Local shall be held in trust for the purpose of effecting a re-organization of the said Chartered Local. If such a re-organization is effected, such funds and properties of the Chartered Local shall be reinvested with the Chartered Local for its use and benefit. If the Chartered Local is not re-organized within a period of one (1) year, such funds and properties shall revert to the Provincial funds of the U.N.A.
- b) Where the Executive Board orders that all funds and properties held by a Chartered Local shall be held in trust of the U.N.A., it shall be the duty of the officers of the Chartered Local to deliver forthwith all funds and properties of any nature held by the Chartered Local to the Executive Director of the U.N.A. and the Executive Director or his duly authorized agent, shall be entitled to take immediate possession of all funds, properties, books and records of the Chartered Local and shall have authority to bring appropriate legal proceedings to secure such funds, properties, books and records.
- 14.07 For the purpose of this Article the three (3) units of U.N.A. Local No. 121 shall be regarded as separate Chartered Locals, and Local No. 121 shall not be regarded as a Chartered Local.


ARTICLE 15 MERGER

- 15.01 A Chartered Local may merge with and transfer its jurisdiction, rights, privileges, duties and assets to one (1) or more Chartered Locals.

- 15.02 The Chartered Local transferring and the Chartered Local(s) receiving must each approve of the merger and transfer.
- 15.03 A meeting between the parties must be held for the transfer and merger.
- 15.04 The transfer or merger must be approved by a two-thirds (2/3) majority vote of the membership of each Local concerned by secret ballot. The voting shall be conducted in accordance with Article 10 — Strike Votes and Ratification Votes.
- 15.05 A Chartered Local may also merge with another bargaining agent for the purpose of acquiring its jurisdiction, rights, privileges, duties and assets.

ARTICLE 16 CONSTITUTIONAL AMENDMENTS AND POLICY RESOLUTIONS

- 16.01 This Constitution may be amended or altered only at a meeting of the U.N.A. by a two-third's (2/3) vote of those voting delegates present and voting.
- 16.02 Except where otherwise required in this Constitution a resolution shall require a simple majority to pass.
- 16.03 There shall be a Constitution and Resolution Review Committee struck by the Legislative Committee of the Executive Board. The function of such Committee shall be to facilitate the processing of Constitutional Amendments and Policy Resolutions for U.N.A.'s annual meeting.
- 16.04 a) Throughout the year and up to one hundred (100) days prior to the date of the annual meeting, any member may submit to the Constitution and Resolutions Review Committee a resolution or constitutional amendment in writing signed by such member. The Executive Board shall have the right to submit any resolution to the Committee at any time up to the date of the meeting. Late resolutions shall be submitted to the Constitution and Resolutions Review Committee who shall consider the urgency of the resolution. Only late resolutions deemed to be of an urgent nature shall be placed before the meeting.
- b) The proposer shall have the right to appeal the Committee's decision by having her appeal placed before the General Assembly of the meeting.
- 16.05 a) The Constitution and Resolutions Review Committee shall:
- receive and prepare constitutional amendments and resolutions for presentation to the annual meeting;
 - have power to eliminate duplications in constitutional amend-



ments and resolutions submitted, after consultation with and agreement of the proposer;

- iii) have the power to determine the order in which constitutional amendments and resolutions will be presented to the meeting;
- iv) have power to edit constitutional amendments and resolutions provided that the purport of any such amendment or resolution is not changed and only after consultation with and agreement of the proposer.

b) The proposer shall have the right to appeal the Committee decision by having her appeal placed before the General Assembly.

16.06 A majority of the members of the Constitution and Resolutions Review Committee shall constitute a quorum.

16.07 The Constitution and Resolutions Review Committee shall prepare a report which shall be sent to the President and Secretary of each Chartered Local at least thirty (30) days prior to the annual meeting. This report shall contain all constitutional amendments and resolutions and their rationale.

16.08 The Constitution and Resolutions Review Committee shall prepare a supplementary report containing those resolutions which have been submitted to the Committee by the Executive Board after the preparation of the report referred to in 16.07 and this supplementary report shall be presented to the meeting.

16.09 All amendments and resolutions must:


- a) deal with only one (1) subject;
- b) be submitted on the appropriate forms before respective deadlines.

ARTICLE 17

RULES OF PROCEDURE
AND ORDER OF BUSINESS
MEETINGS OF THE U.N.A.

17.01 The rules of procedure and order of business at Meetings of the U.N.A. shall be governed by the current edition of Roberts Rules of Order. (Copyright 1981)

17.02 A Parliamentarian shall be appointed for each Annual Meeting.



APPENDIX "A"

BYLAWS GOVERNING CHARTERED LOCALS

BYLAW I NAME

This organization shall be known as the United Nurses of Alberta (hereinafter referred to as the "Chartered Local").

BYLAW II EXECUTIVE

1. The affairs of the Chartered Local shall be administered by an Executive which shall be composed of the following:

- 1) President
- 2) Vice-President
- 3) Secretary
- 4) Treasurer

The Executive shall meet at least once every four (4) months.

2. Throughout these Bylaws, the term "president" shall be deemed to refer to the President of the Chartered Local unless otherwise expressly stated.

BYLAW III REPRESENTATIVES

An appropriate number of representatives may be elected by and from the members of the Chartered Local to represent nurses and other allied personnel employed in specific areas or functions of their employer's establishment. The said representatives may be appointed by the Executive if a majority of the members of the Chartered Local at a meeting authorize the Executive to appoint such representatives as it sees fit.



BYLAW IV COMMITTEES

1. There shall be a Grievance Committee composed of three members. One of these shall act as the Chairman and they shall be elected at an annual or special meeting of the Chartered Local.
2. All standing committees of the Chartered Local shall be elected by the membership. The Executive may set up special committees of the Chartered Local and may appoint the members of each such Committee from the members of the Chartered Local, the Chairman to be chosen by the Executive and to be entitled to a casting vote in the case of a tie. The Executive may delegate any of its powers to any such committees. These committees shall be subject to any restrictions or regulations imposed upon them by the Executive.

BYLAW V ELECTIONS


1. The Executive shall be elected at each annual meeting.
2. Nominations for the Executive and for any other positions for which elections are held shall be received from the floor.
3. All elections shall be by secret ballot or show of hands.

BYLAW VI VACANCIES

In the event that a member or members of the Executive of the Chartered Local should resign, die or otherwise cease to act, the Executive shall appoint from the members of the Chartered Local a replacement until the next regular meeting. As much notice as possible will be given and at this meeting an election will be held to fill the vacancy according to Bylaw V (2) and (3).

BYLAW VII ELECTION OF VOTING DELEGATE

1. Any two (2) members of the Chartered Local may nominate a voting delegate provided that they produce satisfactory proof that the consent of the nominee to stand for election has been obtained.

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2. A voting delegate and an alternate voting delegate to attend any meeting of the United Nurses of Alberta (hereinafter referred to as the U.N.A.) shall be elected by a majority vote of those members of the Chartered Local present at a meeting of the Chartered Local. The alternate voting delegate shall act whenever the voting delegate is unable to do so.
 3. Both the voting delegate and the alternate voting delegate shall be members of the Chartered Local.

BYLAW VIII MEETINGS

1. Once in every calendar year, there shall be an annual meeting of the Chartered Local. At least two (2) week's notice shall be given. During the annual meeting, reports shall be presented by each member of the Executive, the affairs of the Chartered Local shall be reviewed and planned, and elections shall be held. The Chartered Local's Annual Meeting shall be held in April, May or June of each year.
2. A Chartered Local shall hold general meetings at least quarterly on the call of the president or her designate.
3.
 - a) A special meeting may be called at any time and place by the President of the Chartered Local. Members shall be given reasonable notice of any such meeting.
 - b) A special meeting of the Chartered Local may be called at the request of any three (3) members of the Chartered Local made in writing to the President. Any request for a special meeting of the Local shall specify the subjects to be considered at such a special meeting. As much notice as possible will be given and the meeting will be held within seven (7) days of the request with the exception of a special meeting held in reference to Bylaw V(4).
 - c) The assigned District Representative shall be invited by the Local president to attend at least one (1) Local General Meeting.
4. The rules of procedure and order of business governing meetings of the Chartered Local shall be as outlined in accordance with Article 17 of U.N.A.'s Constitution.



BYLAW IX QUORUM

1. The majority of members present at a meeting of the Chartered Local shall constitute a quorum of the Chartered Local for the transaction of business.
2. Three (3) members of the Executive shall constitute a quorum of the Executive for the transaction of business.

BYLAW X DUTIES OF OFFICERS

PRESIDENT

- a) The President shall be the senior executive officer of the Chartered Local and shall act as chairman at all meetings of the Executive and the Chartered Local. In the case of a tie in a vote of the Executive or the Chartered Local or any other committee of which she is chairman, the President shall have the casting vote.
- b) The President shall be an ex-officio member of all committees.
- c) The President or delegate shall represent the Chartered Local on the District Committee.

VICE-PRESIDENT

The Vice-President shall carry out duties as assigned by the President and act in lieu of the President in her absence.

SECRETARY


The Secretary;

- a) shall keep a record of all meetings of the Chartered Local and of all meetings of the Executive.
- b) shall be responsible for the correspondence of the Chartered Local.
- c) in conjunction with the Treasurer, shall keep a record of the membership of the Chartered Local.

TREASURER

The Treasurer;

- a) shall be responsible for arranging for the collection and forwarding of members' dues of the U.N.A.
- b) shall be responsible for the safekeeping of the monies of the Chartered Local and shall keep a record of all financial transactions.

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- c) shall make a financial report at regular meetings, the annual meeting of the Chartered Local and at meetings of the Executive.
 - d) in conjunction with the Secretary, shall keep a record of the membership of the Chartered Local.

BYLAW XI FINANCES

1. Monies of the Chartered Local shall be kept in a chartered bank or credit union or trust company.
2. Transactions shall be by cheque.
3. The Treasurer and the President or signing officer shall co-sign cheques.
4. There shall be an annual audit by the U.N.A. at the end of each fiscal year.

BYLAW XII DUES AND ASSESSMENTS

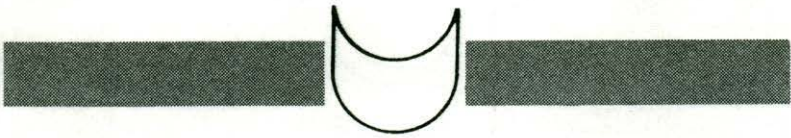
1. The Chartered Local may establish initiation fees and monthly dues higher than those set by the U.N.A.
2. The Chartered Local may levy assessments for special purposes upon its members, provided that any assessment must first be approved at a meeting of the Chartered Local.

BYLAW XIII MERGER

A Chartered Local may merge with another bargaining agent for the purpose of acquiring its jurisdiction, rights, privileges, duties and assets.

The Chartered Local may by a two-thirds (2/3) majority vote of those present at a meeting of the Chartered Local called for that purpose of which notice has been given to the members merge with and transfer its jurisdiction, rights, privileges, duties and assets to one (1) or more other Chartered Locals.

1. One or more Chartered Locals must be willing to transfer.
2. Another Chartered Local or Locals must be willing to receive the Local.
3. The Local wishing to merge must call a meeting for the purpose of merger and transfer. Notice must be given of this meeting. At the meeting a motion is made to "merge and transfer its jurisdiction, rights, privileges, duties and assets to the transferee." The motion must be passed by a two-thirds (2/3) majority vote of



those present at the meeting. The vote on this motion shall be in accordance with Article 10 and 15 of the Constitution.

4. Meeting of the receiving Local or Locals must be called for the purpose of approving the merger and transfer. Notice must be given of this meeting. At this meeting a motion is made to "approve the merger and transfer." The motion must be passed by a two-thirds (2/3) majority vote of those present at the meeting. The vote on this motion shall be in accordance with Articles 10 and 15 of the Constitution.
5. A meeting of both parties is called by the President of each. Notice must be given of this meeting with at least two (2) weeks' notice. At the meeting a motion is made to approve the merger and transfer.
6. Election for officers of the Chartered Local which has resulted from the merger will be held.
7. The Chartered Local may amend the Bylaws governing the Chartered Local as set out in Appendix "B". The amendments must be approved by the Executive of the United Nurses of Alberta.
8. The merger must be approved by the Executive Board of the U.N.A.
9. Once the Secretary-Treasurer of the U.N.A. receives notice and documents pertaining to the merger, a new or amended Charter shall be issued.

BYLAW XIV TRUSTEESHIP

Whenever a Trustee for a Chartered Local has been appointed pursuant to Article 14.05 of the Constitution of the U.N.A., such Trustee shall take over the complete direction, control and supervision of the Chartered Local.

BYLAW XV

United Nurses of Alberta shall be empowered to negotiate and enter into regional, local or area wide collective bargaining agreements on behalf of the Chartered Local.

BYLAW XVI AMENDMENTS

The Bylaws of a Chartered Local may be amended only in accordance with Article 14 of the Constitution of the U.N.A.




APPENDIX "B"

TERMS OF REFERENCE FOR DISTRICT REPRESENTATIVES AND DISTRICT COMMITTEES

BYLAWS GOVERNING DISTRICTS OF THE U.N.A.

I. Organization of Districts of the U.N.A.

1. The number of Districts and the area covered by each District shall be determined at the Annual Meeting.
2. There shall be a committee to administer the affairs of the District. The committee shall be composed of:
 - i. District Representatives.
 - ii. The President or designate from each Chartered Local in that District and in the case of Local No. 121, the Presidents or designates of each unit.
 - iii. Any member of the District who holds the position of Secretary or Treasurer of the District.
3. In the event of a vacancy for a District Representative position during a term of office, an election for such vacancy shall be held at the next district meeting. The District chairperson shall appoint an interim district representative until such meeting."
4. The District Committee has the power to appoint or elect other members of the District to committees for the purpose of recommending action to the District committee.

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5. The Chairperson and Vice-Chairperson shall be elected by the District Committee at the first district Committee meeting following the annual meeting. The Chairperson and Vice-Chairperson shall each be District Representatives.
 6. The Executive of the District shall consist of the District Representatives and the Secretary and Treasurer or the Secretary/Treasurer of the District.

II. District Representatives

1. Each District Representative must be a member of a Chartered Local in the District she represents.
2. In the event that a District Representative shall change her place of employment from one (1) District to another or for any reason cease to qualify for membership in the U.N.A., during her term of office, she shall resign forthwith.

III. Duties of Officers

1. Chairperson


- a) The District Chairperson shall have the following duties and limitations:
 - i. Call and Chair the executive and district meetings.
 - ii. Act as ex-officio member of all committees.
 - iii. In association with Locals in the area, shall draft an agenda which shall be forwarded with notice of the meetings.
 - iv. To present the views, concerns and direction of the District at the Executive Board meetings.
 - v. To appoint interim District Representatives.
 - vi. In conjunction with the District Treasurer, prepare a District annual budget.
 - vii. To conduct the business of the District.
 - viii. Prepare District Reports for Board Meetings and Annual District Report to Annual Meeting and any further reports deemed necessary by the District Chairperson or the Executive board.

2. Vice-Chairperson

- a. The Vice-Chairperson shall carry out duties as assigned by the Chairperson and act in lieu of the Chairperson in her absence.

3. Secretary

- a. The Secretary shall have the following duties:
 - i. Shall keep a record of all meetings of the District and of all meetings of the Executive.
 - ii. Shall be responsible for the correspondence of the District.

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- iii. Shall maintain current phone fan-out lists for the entire District committee. Such lists be forwarded to the members of the District Committee, the Representative for that District on the provincial negotiating committees and the President of U.N.A.
 - iv. A copy of the minutes shall be forwarded to the Provincial Office and locals in that District.
4. Treasurer
- a. The Treasurer shall have the following duties:
 - i. Shall hold the monies of the District in safekeeping and shall keep a record of all financial transactions.
 - ii. Shall make a financial report at regular meetings of the District and at meetings of the District Executive.
 - iii. In conjunction with the District Chairperson, prepare the annual district budget.

IV. Meetings of the Districts of U.N.A.


- 1. District Committee meetings shall be held at least quarterly.
- 2. The objectives of such meetings shall be:
 - a. to increase communications between the locals.
 - b. to co-ordinate efforts for a common purpose.
 - c. to act as a liaison between the Locals and the provincial body.
- 3. Only District Committee members shall be entitled to vote at the District Meetings.
- 4. a. A special meeting may be called at any time and place by the Chairperson. The District Committee members shall be given reasonable notice of any such meeting. The purpose of such meeting shall be provided with this notice.
b. A special meeting of the District may be called at any time and place at the request in writing of at least one-third ($\frac{1}{3}$) of the members of the District Committee evidenced by notice in writing by such members and shall be held within forty-five (45) days of the receipt by the Chairperson of any such request. Any such request shall specify the subjects to be considered at such special meeting.
c. At a special meeting of the District, for the purpose of making a motion to rescind the election of a District Representative:
 - i. representation of Locals at such meeting shall be as per Article 9 of the U.N.A. Constitution.
 - ii. such motion must be passed by a two-thirds ($\frac{2}{3}$) vote of the voting delegates present and voting at such meeting.



- iii. elections for such resultant vacancy shall occur at this special meeting. Nominations shall be received from the floor.
- d. The business of the District shall be in accordance with the U.N.A. Constitution and its Bylaws and with the U.N.A. policies.
- e. The rules of procedure and order of business governing meetings of the District shall be as outlined in accordance with Article 17 of the U.N.A.'s Constitution.

CONSTITUTIONAL AMENDMENTS

- 3.02 The word "permanently" has been added twice; once before the word "exercise" and once before "employed". As now written, the article protects nurses who take a temporary out of scope position. They maintain their UNA membership with all rights under the collection agreement. The constitution has been clarified to reflect the nurse's rights as guaranteed under UNA's certification.
- 4.01 There has been a minor change to specify how the number of District Representatives are determined, how they are elected and who can vote.
- 4.07 Prior to the amendment UNA members had the right to call for the resignation of an officer. The officer, however, was not obliged to resign. Now if the officer does not resign the constitution provides the members with the right to vote her out of office. The article specifies when an officer's term of office begins, which is a reflection of current UNA practice.
- 5.11 This article covers disciplinary action taken against a UNA member. The manner of the disciplinary procedure has been completely revised. Before this year's change, if someone filed charges then UNA held a disciplinary hearing. If the member was found guilty a penalty was allotted. Now the constitution stipulates that following the filing of charges, an investigating committee will be struck. This committee will be comprised of members from the Executive Board, who are not involved in the complaint. The investigating committee has a powerful role. It will investigate charges and decide, not merely recommend, whether these charges will be dismissed or given a



hearing. The charges will be dismissed if they are frivolous, have no substance or were improperly filed. The committee will file a report of their decision to the President of the Union and notify the parties involved. If the committee decides a hearing is warranted, they will make such a recommendation to the union president and she will determine a date. Committee members will not be participants on the disciplinary hearing board. Still maintained under the revised article is the provision that, if a hearing is called, all members of the Executive Board are to hear the complaint. The complainant has the right to appeal the decision of the committee if they dismiss the charges.

- 7.04 The amended article gives the President the right to vote at Executive Board meetings.
- 9.09 The amended article gives the Chairperson the right to vote at meetings of the UNA.
- 9.11 This article, as well as Articles 12.07 & 14.07, changes the status of UNA Local 121. Local 121 is comprised of three separate institutions governed by a single board of directors. Nurses at these three institutions had all been included under a single local. With this amendment Local 121 has been separated to correspond with the different institutions and each sub-local will have delegate entitlement as though it was a separate local. The three unit presidents and the local president will be the executive of the local.
- 11.01 Along with Article 4.07 UNA's constitution now allows for the rescinding of the election of an officer and describes how to re-elect for that position.
- 12.07 The article provides that the separate units of Local 121 will get their dues rebates separately on the formula for three locals. Each unit will receive the revenue it is entitled to as though it was a separate local.
- 14.02 The article now states that when amendments to Appendix A are approved at the UNA Annual Meeting they automatically become the bylaws of each local, unless an individual local moves to have special bylaws of its own. These separate bylaws would have to be approved by the Executive Board.
- 14.03 This umbrella article specifies that all local constitutions will be the same as adopted at the 1985 Annual Meeting, unless a local had special amendments to their own bylaws.
- 14.07 This article covers Trusteeship and stipulates that trusteeship would apply to each individual unit of Local 121 and in addition the entire local could be put into trusteeship.
- 17.01 The article specifies which copyright date of Robert's Rules of Order will be the reference for UNA proceedings.



APPENDIX A AMENDMENTS

- IV The change provides members with the ability to vote out an elected officer.
- VIII 1. The new wording clarifies that the Local has the right to direct the local president when to have the local Annual Meeting. The local president, if not so directed by her local, may call the Annual Meeting at her discretion.
- VIII 3b. The local members have the right to request a special meeting. However, the article states that members must specify the reasons for the meeting and provide sufficient time to arrange for the meeting.
- XVI This article refers back to the main constitution on what the local bylaws legally are and how to amend them.

APPENDIX B

Appendix B stipulates what governs the districts of UNA. It has been revised and is now written in the style of a constitution. Essentially the Appendix B is the procedural guide for how the district should function.

If clearly outlines who the members of a district are, the roles of the elected officers and the business of the district.


The role of the District Representative is no longer in the Constitution but will be developed as part of UNA's policies.

LONG & SHORT-TERM GOALS OF UNA

LONG TERM GOALS

A — GENERAL

- 1. All UNA activity shall reflect the universal principles of trade unionism, including co-operation with other Unions.
- 2. UNA shall maintain the democratic nature of the organization through:
 - a) an open and democratic annual and special meetings with the authority to make major policy decisions, and
 - b) a commitment to openness, cooperation and participation of the membership at every level of the Union structure.
 - c) maintenance of open and democratic negotiations and ratification procedures.
- 3. UNA shall continue to organize all unorganized working nurses in Alberta.
- 4. Every UNA member shall work in optimal working conditions achieved through a commitment to group bargaining and maintenance of contractual provisions co-ordinated at the provincial level.
- 5. There shall be an efficient, effective and well-maintained communication network between all levels of the union structure.
- 6. UNA shall ensure the maintenance of an Emergency Fund capable of providing strike benefits to UNA members.

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7. The UNA shall have a financial administrative structure capable of ensuring full value and full accounting for each dollar spent.
 8. UNA shall have a capital budget, and shall continue to have an operating budget, both of which shall be consistent with the goals of UNA.
 9. UNA shall continue to promote publicly legislation and political positions favourable to UNA members and consistent with the goals of UNA in the areas of:
 - a) negotiations;
 - b) matters of concern to our members as health care workers; and
 - c) matters of concern to members as citizens and consumers.

B — EXECUTIVE BOARD

1. The Executive Board shall have the commitment, knowledge and authority to manage the business of the UNA in the best interest of the membership.

C — LOCALS

1. The UNA shall be committed to the principle of member helping member through the development of the local leadership in:
 - a) processing grievances at the local level;
 - b) identifying and resolving professional responsibility issues at the local level;
 - c) promoting the health and safety of the local's membership;
 - d) promoting the principles of trade unionism and UNA among the local's membership;

D — MEMBERSHIP

1. All members shall have knowledge and commitment to the principles of trade unionism with special reference to UNA.
2. UNA shall encourage participation by the rank and file membership in UNA affairs.
3. UNA shall seek out and utilize expertise among UNA members in the areas of educational speakers, and members of ad-hoc committees of the Executive Board.

SHORT TERM GOALS

1. Free collective bargaining for all UNA members.
2. Ensure that a complete and correct phone fan out system is in place in every district and local. (Deadline: March 31, 1985).
3. Ensure that all locals identify and address professional responsibility concerns of the local.
4. a) Distribute local executive procedure kits and provide knowledge and guidelines to enable local executives to carry out their responsibilities. (Deadline: January 31, 1985.)
b) Evaluate local executive procedure kits.
5. Ensure participation by UNA rank and file members during negotiations.
6. The Executive Board shall submit negotiating proposals based on issues raised at the Board. (As per local deadlines.)
7. The Executive Board shall develop an Executive Board orientation manual. (Deadline: August Executive Board Meeting.)
8. The Executive Board shall review the method of funding the locals of UNA and make any necessary resulting recommendations to the 1985 Annual Meeting. (June, 1984)
9. All local executives, committee members, and ward reps shall receive level I workshops.